

The background of the slide is a golden-yellow color with a dense, repeating pattern of various currency symbols (dollar, euro, yen, pound) in a 3D, embossed style. The symbols are arranged in a way that creates a textured, metallic appearance.

# Raise Arizona Living Wage Certification Application Process

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City of Phoenix Human Services  
Department



# Project Details

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- Began project in December 2015
- Looked at employee salaries first
- Try to certify the Human Services Department, if not the entire City of Phoenix

# Statistics – as of April 2016

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- 43.31% Minorities
- 29.74% Females
- 44.68 Avg Age
- Base pay system

## Number of City Employees

- 11,969 FT

## Class & Comp

- 886 Job Classifications
- Avg Citywide Salary - \$29.17/hour (includes PT)

## Human Services Department Employees

- 290 FT
- 0 PT

# Living Wage Offsets Calculator

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- Full time employees
- Free Valley Metro card
- Health Insurance

Living Wage Rate	\$14.13
Meal/Food Credit	N/A
Housing Credit	N/A
Transportation Credit	-\$0.55
Health Care Credit	-\$1.00
Adjusted Living Wage Rate	<b>\$12.58</b>

# Living Wage Offsets Calculator

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- Part time employees
- Free Valley Metro card

Living Wage Rate	\$14.13
Meal/Food Credit	N/A
Housing Credit	N/A
Transportation Credit	-\$0.55
Health Care Credit	N/A
Adjusted Living Wage Rate	<b>\$13.58</b>

# Results – Living Wage Rate - \$14.13

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- Number of FT & PT employees below the living wage rate as of April 6, 2016

City FT	HSD FT	City PT	Total
204	4	1098	1306

# Results – Adjusted Living Wage Rate \$12.58

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- Number of FT employees below the adjusted living wage rate

City FT	HSD FT	Total
14	0	14

# Results – Adjusted Living Wage Rate - \$13.58

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- Number of PT employees below the adjusted living wage rate





# Findings

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- **Unable to designate city of Phoenix as a Raise Arizona Living Wage Employer at this time**
- **Working to designate Human Services Department as a Living Wage Employer**
- **Able to verify that the Human Services Department pays all of its employees above the Adjusted Living Wage Rate**
- **Next step - check independent contractors of the department**