

GUEST COLUMN  
For the Thursday, May 26, 2016 Edition  
From: Mayor James E. "Jamie" Mayo

**\$10 per hour minimum wage NOW in Effect for Full-time City of Monroe Employees**

I am pleased to announce that all full-time, non-public safety, City of Monroe workers are now making at least \$10 dollars per hour. The estimated 111 employees whose pay rate rose to \$10 dollars per hour received that increase in their paychecks on Friday, May 20, 2016.

We are proud to be able to provide a sustainable living wage so that our employees can better provide for themselves and their families.

In August 2015, I announced an **estimated \$372,572 dollar 3-step budget implementation plan** for the City of Monroe to increase our minimum wage from \$7.25 per hour to \$10 per hour for full-time employees. The administration chose a multi-phased process in order to minimize budget impact. In other words, we wanted to take careful steps to make sure we could afford the pay increase without jeopardizing any city services.

Below is listed information for the estimated cost of implementing an increase in the minimum base pay of full-time, non-public safety, employees from \$7.25 to \$10.00 per hour. Employee numbers and cost are approximates due to turnover, new hires, and changes in base pay salary on normal day to day city operations.

**Step 1:** Effective August 27, 2015 - Increase from \$7.25/hr. to \$8.75/hr. This phase involved an estimated 66 employees. The estimated budget impact is \$96,696.

**Step 2:** Effective February 8, 2016 - Increase from \$8.75/hr. to \$9.00/hr. This phase involved an estimated 76 employees. The estimated budget impact is \$41,595.

**Step 3:** Effective May 5, 2016 - Increase from \$9.00/hr. to \$10.00/hr. This phase involved an estimated 111 employees. The estimated budget impact is \$234,281.

A \$10 minimum wage for full-time city workers is another reason for us all to be Monroe Proud. By working together, we are making a difference.