

Using Tiered system instead of across the board 3% raise for all non-sworn full-time COA employees for 2015-16

Hourly Wage Bands	Regular FT non-sworn CoA employees ¹	Regular FT non-sworn CoA employees estimated annual wages (2014-15) ¹	With 3% raise for All (2015-16)	% Increase using Tiered Approach	Draft Resolution Tiered Approach (2015-16)	Increase over 2014-15	Difference: Tiered vs. 3%
Under \$7.25/hr	0	\$0					
At \$7.25/hr	0	\$0					
\$7.26 - \$9.19/hr	0	\$0					
\$9.20 - \$10.10/hr	0	\$0					
\$10.11 - \$14.99/hr	345	\$10,081,614	\$10,384,062	3.0%	\$10,384,062	\$302,448	\$0
\$15.00 - \$24.99/hr	5,349	\$150,214,209	\$154,720,635	2.5%	\$153,969,564	\$3,755,355	\$751,071
\$25.00 - \$49.99/hr ²	3,980	\$283,169,203	\$291,664,279	2.0% or 1.5% ³	\$288,832,587	\$5,663,384	\$2,831,692
\$50.00/hr or more	498	\$63,779,849	\$65,693,244	0.801%	\$64,290,726	\$510,877	\$1,402,519
Totals	10,172	\$507,244,875	\$522,462,221		\$517,476,939	\$10,232,064	\$4,985,282

¹ Data from City of Austin as of May 1, 2015; Item# 23 - <http://www.austintexas.gov/edims/document.cfm?id=231490>

² We do not have breakout of \$25-\$34.99/hr vs. \$35-\$49.99/hr. So this assumes 2% increase for everyone in this band, even though some will get 1.5%.

³ Non-sworn full-time COA employees making: between \$25-\$34.99 will get 2% increase; between \$35-\$49.99 will get 1.5% increase.

Wage Difference	\$4,985,282
COARS ⁴ (18%)	\$897,351
FICA ⁵ (7.65%)	\$381,374
Total Difference	\$6,264,007

⁴ City of Austin Retirement System (COARS) - Pension

7/31/2015

⁵ Federal Insurance Contributions Act (FICA) - Social Security and Medicare