

Memorandum

City of Lawrence

City Manager's Office

TO: Diane Stoddard, Interim City Manager
FROM: Britt Crum-Cano, Economic Development Coordinator
CC: Casey Toomay, Assistant City Manager
 Brandon McGuire, Acting City Clerk
 Toni Wheeler, City Attorney
 Lori Carnahan, Human Resources Manager
Date: January 29, 2016
RE: 2016 Wage Floor

Pursuant to the City's Tax Abatement Policy (Code Section 1-2101 *et seq.*), the wage floor hourly wage is adjusted annually based upon an annual wage "equal to one hundred thirty percent (130%) of the federal poverty threshold for a family of three (3), as established by the United States Department of Health and Human Services." The 2016 HHS Poverty Guidelines, published January 25, 2016 in the Federal Register (81 FR 4036, pp 4036 -4037), establish the poverty level for a family of three at \$20,160. Therefore, the wage floor hourly wage will increase from \$12.56 in 2015 to \$12.60 in 2016. ($\$20,160 \times 1.3 = \$26,208 / 2080 \text{ hours in one year} = \$12.60/\text{hour}$).

Below is a summary of the wage floor amounts since the inception of Ordinance 7706, and later Ordinance 8384:

Wage Floor Amounts by Year	
Year	Wage Floor
2003	\$9.53
2004	\$9.79
2005	\$10.06
2006	\$10.38
2007	\$10.73
2008	\$11.00
2009	\$11.44
2010	\$11.44
2011	\$11.58
2012	\$11.93
2013	\$12.21
2014	\$12.37
2015	\$12.56
2016	\$12.60