

Community Advisory Board on the Living Wage

June 13, 2013

Minutes, Living Wage Advisory Board Meeting, June 12, 2013

Members present: Terrence Smith, George Donahue, Nancy O'Brien, David Slaney, Daniel O'Neil

Members not present: Lisa Yanakakis

Also in attendance: Sheila Keady Rawson, Personnel Department; Jolyon Cowan, Human Services Dept; Reed Cochran, Executive Director of SCM Transportation

The meeting was called to order at 6:05 pm and the Agenda was approved. The minutes from the last two meetings (Oct 4, 2012 and March 7, 2013) were approved.

Presentation was made by Reed Cochran of SCM Transportation. She gave copies of the Waiver Review Worksheet to all members. She reported that SCM remains in a similar situation as in previous years with sources of funding primarily being government based, thus stagnant or declining with costs increasing. Generally speaking SCM is still trying to do more with less. Employees have not received pay raises for quite a while.

Ms. Cochran stated that SCM had very recently applied for and received a \$100,000 operational grant from the State. This is the first time these grants have been given, so it is unclear if they will be on-going. These funds will be used to maintain and in some ways expand services. SCM has also increased its adult day service rates, which will bring in more revenue. For these reasons, the SCM budget is better this year, but Ms. Cochran stated she did not want to bank on it continuing in future years.

As part of its expansions and diversification efforts, SCM is looking to launch a travel training program, which would make them a repository of transportation options for individuals, helping them create personal strategies for transportation.

Ms. Cochran reports that SCM has increased its total number of drivers, primarily by utilizing a per diem program.

When asked questions about the new grants monies, Ms Cochran reported that it is very recent, and some monies need to be used for expansion of operations, so SCM will be exploring in the next few weeks ways in which those funds can be utilized. She mentioned that the rebuilding of assets was a key goal of SCM.

David Slaney suggested exploring some type of one time lump sum or longevity payment to employees, in lieu of building salaries up in a budget that might not be sustained next year. Ms. Cochran stated that was an intriguing approach, and that she would mention it as an option to the Board, but these decisions likely would not be discussed until after July 1. Terrence Smith

asked that Ms. Cochran keep the Living Wage Advisory Committee informed of decisions the SCM Board makes.

After Ms. Cochran left, Jolyon Cowan reported that the City's funding to SCM remained steady this year, but could not promise that for the future.

Daniel O'Neil moved approval of the waiver for Fiscal Year 14, seconded by Nancy O'Brien. It passed unanimously.

June 1, 2013 City statistics were presented by Sheila Keady Rawson. Of those 561 employees earning the Living Wage, 58% were working at the DHSP, 31% are at the Election Commissions specifically to work the May/June elections, with the remaining employees working in scattered departments across the City. 17% are over age 65, 46% under age 30. All of the positions are part time or seasonal. The current living wage is \$14.51 per hour

Information received from the School department indicated that 21 of their employees are covered by the living wage. These positions are primarily tutors at the high school who participate in a college readiness program.

David Slaney asked about wages for DPW laborers, which Sheila Keady Rawson stated she would get to him. Daniel O'Neill asked about Library employees who might fall into the living wage category. Sheila Keady Rawson reported that pages are high school students, thus those jobs are considered to fall under the job training exemption, so they are paid less than living wage. All the intermittent substitute employees at the library receive living wage rates.

Under other business, Terrence Smith inquired on the usefulness of the new waiver form. It was agreed that the form would continue to be utilized.

The next meeting of the Advisory Board was set for October 9 at 6:00 PM.

The meeting adjourned at approximately 6:35 pm.

Minutes prepared by Sheila Keady Rawson for consideration by the Board