

Chippewa/Eau Claire/La Crosse County Wage Survey

Society of Human Resource Managers

In Comparison with

United Way ALICE data

Consideration of Data by WISE Plan

As part of the 7 Rivers WISE Plan:

Strategy 2.4.1 Educate local employers on relative wage differentials and engage businesses in efforts to boost wages across the region

Actions:

- Share SHRM wage compensation study w/ local employers
- Collect and report annual wage comparison data with peer markets

Potential Champion: UW Extension

Origination of Wage Survey data

2017 Chippewa Valley & Coulee Region Wage Survey

Effective date of data: April 2017

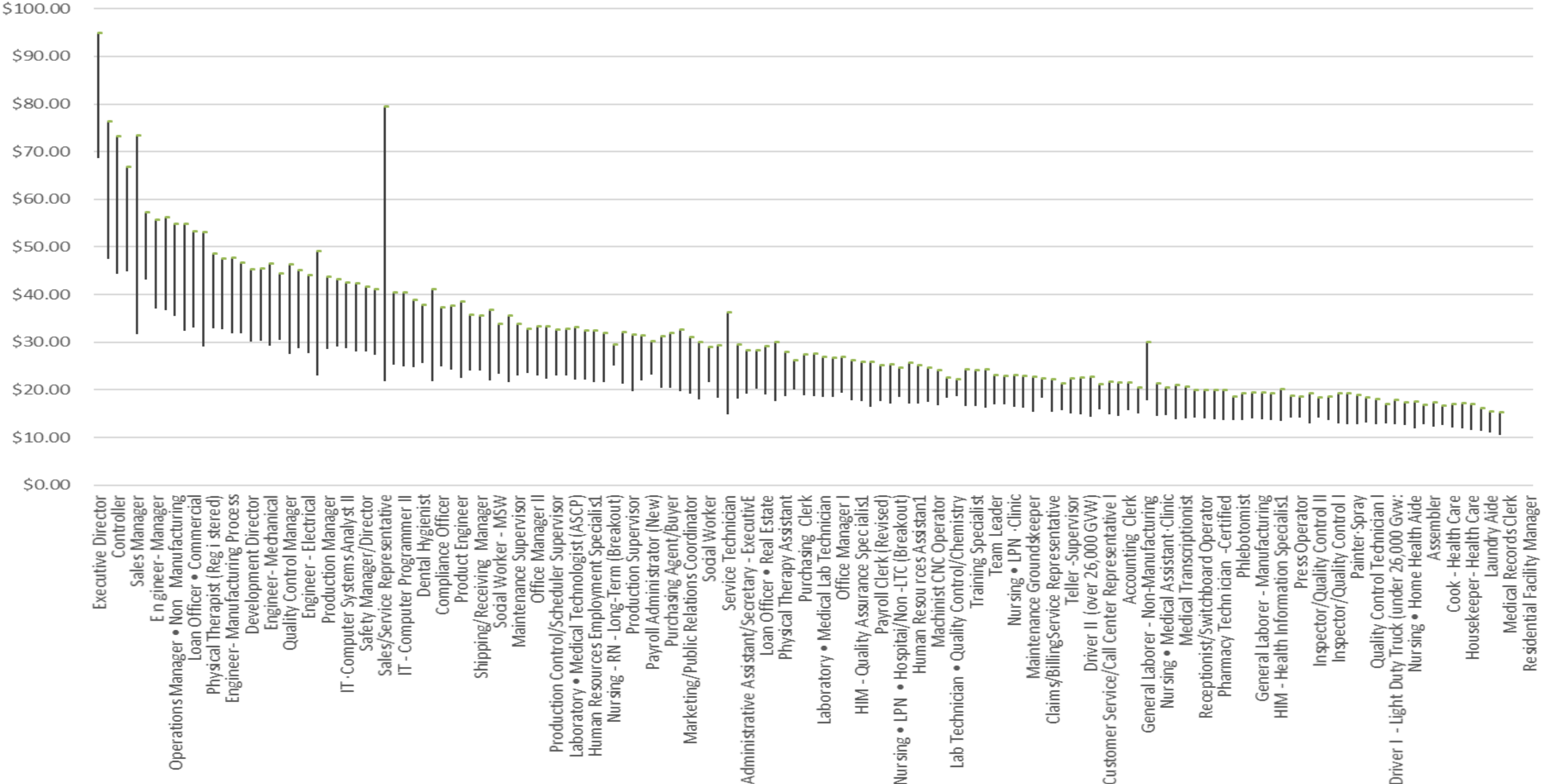
Number of participating employers: 120

Total # of Employees (FT & PT): 30,947

Total respondents: 14,021 (45%)

jobs w/ sufficient data: 148

Chippewa/Eau Claire/La Crosse Wage Survey



But ...

What is wage data without some sort of cost of living calculator?

Where can we get cost of living indicator values that could be comparable state-wide?

United Way ALICE Initiative

What is the United Way ALICE Initiative?

The United Way ALICE Initiative is a collaborative research effort identifying and communicating the needs of the voiceless part of our communities; allowing for local change-makers to understand, measure, and advance change to improve the lives of ALICE households, ultimately strengthening our communities.

<https://unitedwaywi.site-ym.com/page/ALICE>

United Way ALICE

Survival Budget:

Bare-minimum budget

Does not allow for any savings

Note – Housing Costs (\$416-\$700)

This budget does not include a cell phone

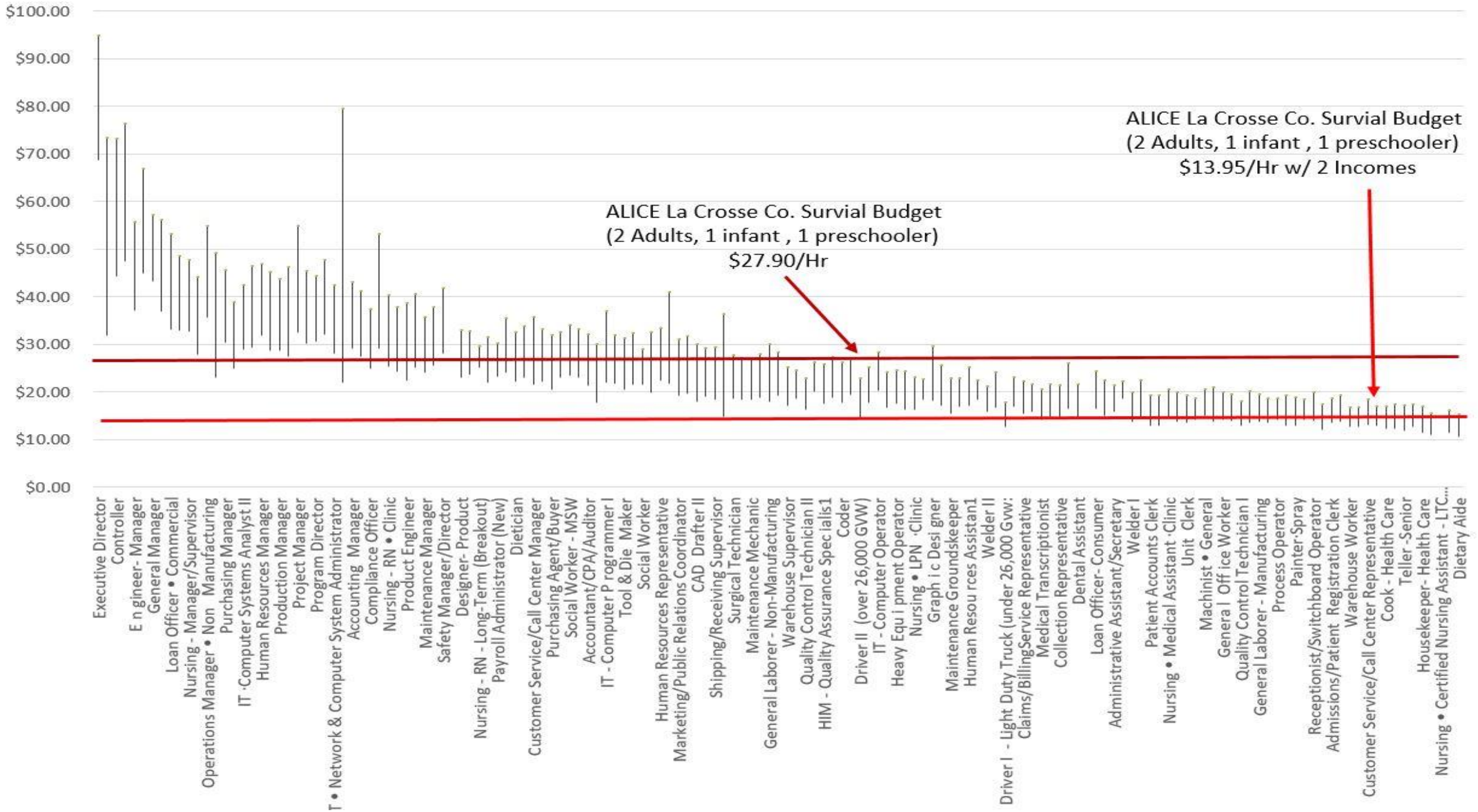
What does it cost to afford the basic necessities?

This bare-minimum budget does not allow for any savings, leaving a household vulnerable to unexpected expenses. Affording only a very modest living in each community, this budget is still significantly more than the Federal Poverty Level of \$11,670 for a single adult and \$23,850 for a family of four.

Household Survival Budget, La Crosse County		
	SINGLE ADULT	2 ADULTS, 1 INFANT, 1 PRESCHOOLER
Housing	\$416	\$699
Child Care	\$-	\$1,158
Food	\$176	\$533
Transportation	\$351	\$702
Health Care	\$147	\$587
Miscellaneous	\$165	\$423
Taxes	\$562	\$548
Monthly Total	\$1,817	\$4,650
ANNUAL TOTAL	\$21,804	\$55,800
Hourly Wage	\$10.90	\$27.90

Source: U.S. Department of Housing and Urban Development (HUD), U.S. Department of Agriculture (USDA), Bureau of Labor Statistics (BLS), Internal Revenue Service (IRS), Wisconsin Department of Revenue, and Wisconsin Department of Children and Families, 2014; American Community Survey, 2014.

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United Way ALICE Survival Budget

Jobs which (on average) pay less than the survival budget income requirement for 2 working adults (w/ two kids)

- House keeper (Health care)
- Laundry Aide
- Certified Nursing Assistant (LTC)
- Bank Teller
- Dietary Aide
- In this survey, these represented 1,258 of 14,021 jobs

United Way ALICE

Stability Budget:

Approximately 6% savings monthly

Housing Costs (\$617-\$1,035)

Includes cell phone

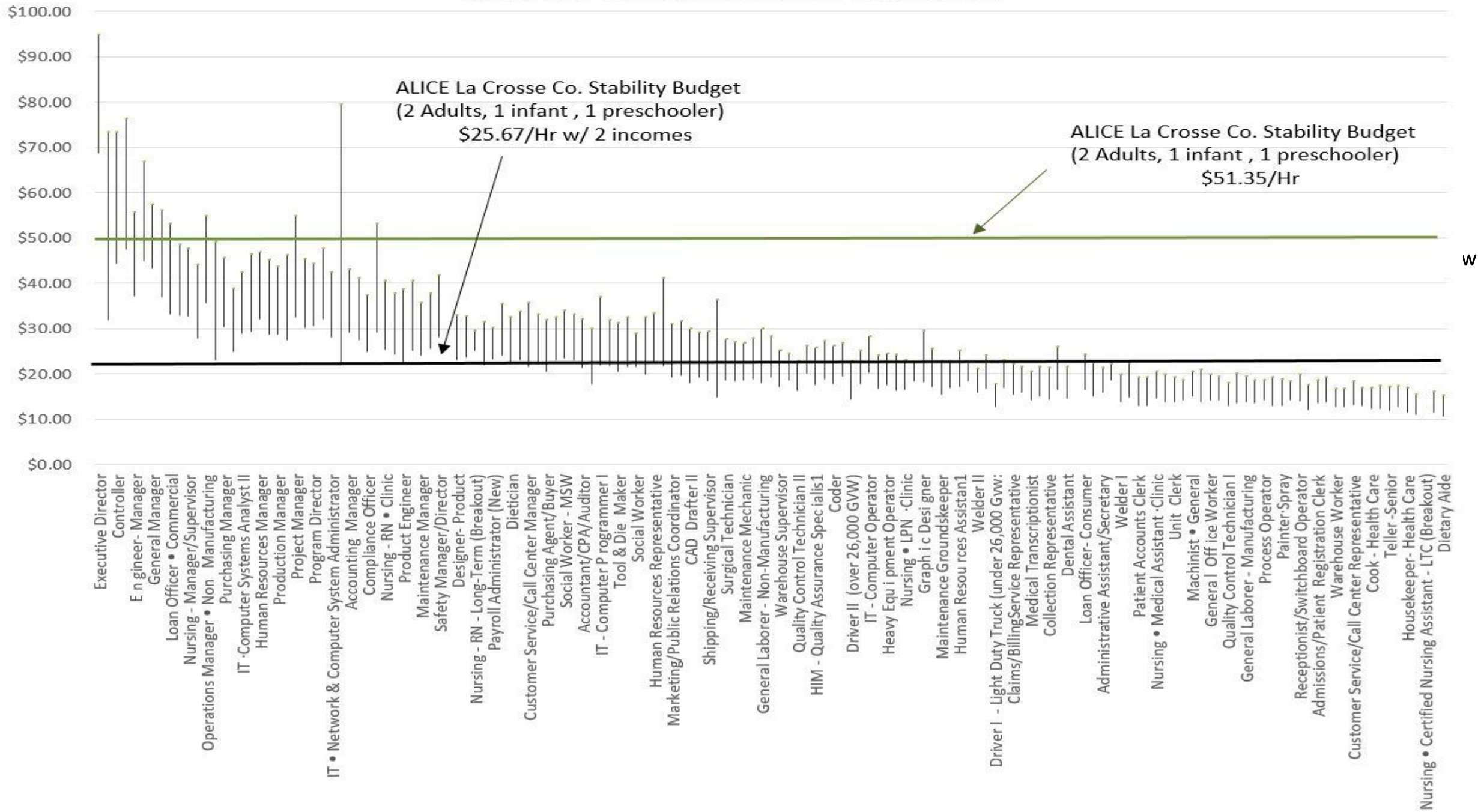
HOUSEHOLD STABILITY BUDGET

Average Household Stability Budget, Wisconsin, 2014

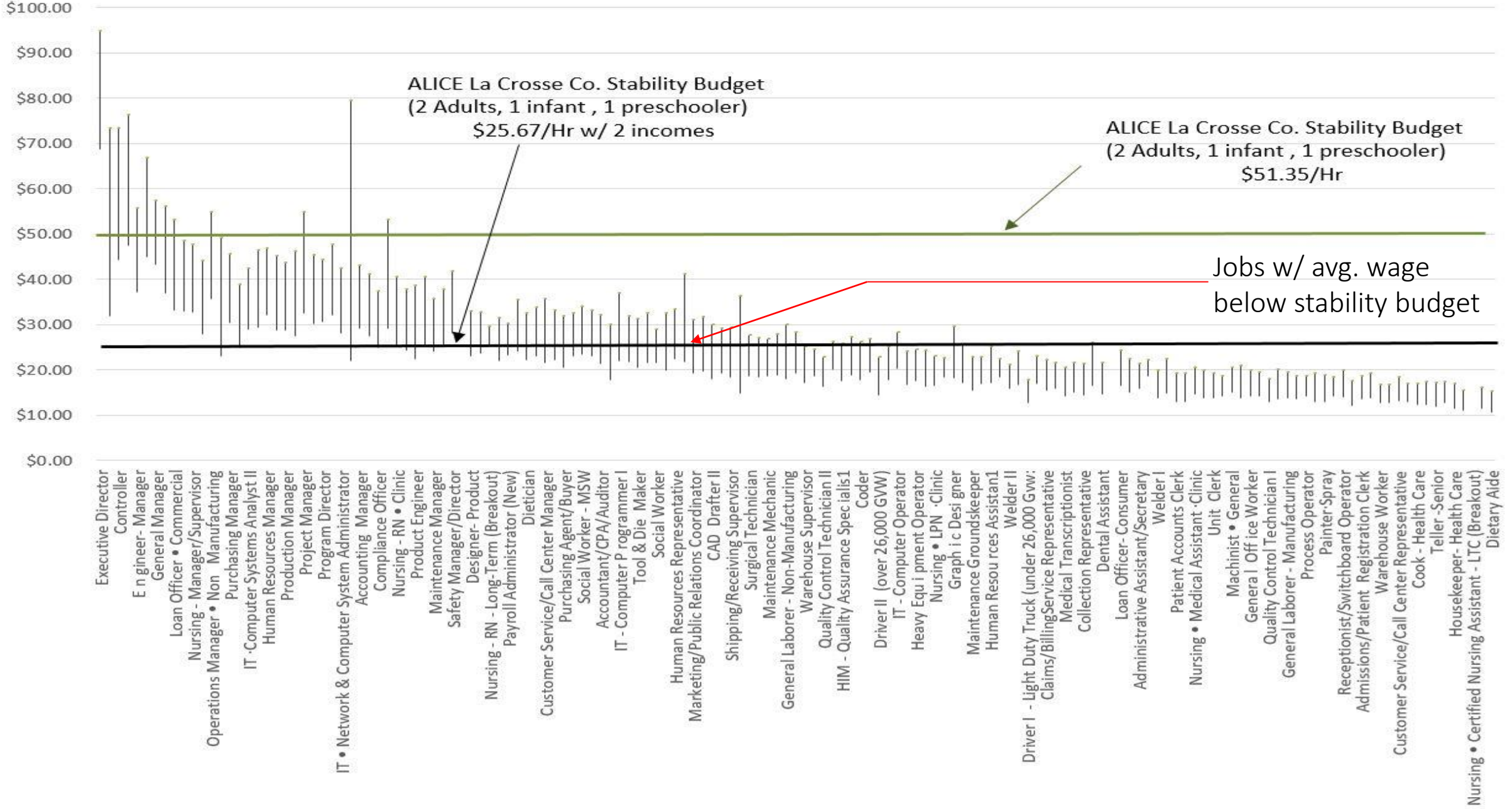
Monthly Costs – Wisconsin Average – 2014		
	SINGLE ADULT	2 ADULTS, 1 INFANT, 1 PRESCHOOLER
Monthly Costs		
Housing	\$671	\$1,035
Child Care	\$-	\$1,317
Food	\$330	\$1,022
Transportation	\$355	\$1,182
Health Care	\$300	\$992
Cell Phone	\$64	\$99
Savings	\$172	\$565
Miscellaneous	\$172	\$565
Taxes	\$350	\$1,781
Monthly Total	\$2,414	\$8,558
ANNUAL TOTAL	\$28,968	\$102,696
<i>Hourly Wage</i>	<i>\$14.49</i>	<i>\$51.35</i>

The Household Stability Budget for all household variations by county can be found at:
<http://spaa.newark.rutgers.edu/united-way-alice>

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United Way ALICE Stability Budget

Jobs which (on average) pay less than the survival budget income requirement for 2 working adults (w/ two kids)

Approximately 90 of the 154 wage survey jobs have average wage below stability budget!

Approximately 10,040 of the 14,021 jobs surveyed fall below the hourly wage of \$25.67

Examples:

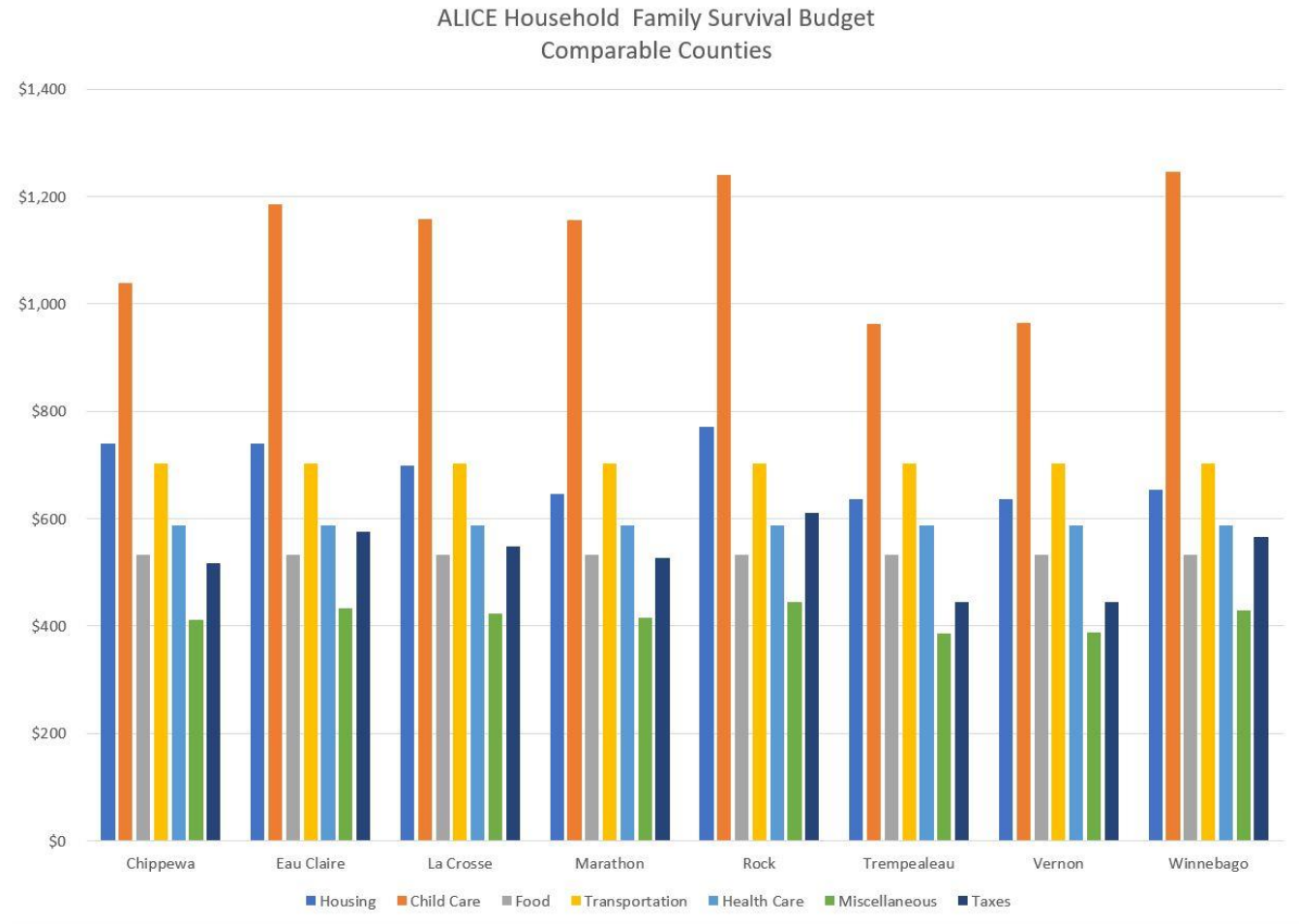
- Social workers (w/o MSA)
- IT Web Designer
- Loan Officer (Real Estate)
- Warehouse Supervisor
- Machinist (CNC operator)
- Welder II
- Driver II (over 26,000 lbs.)
- Graphic Designer
- Etc, Etc, Etc....

Impressions on Wage Study

Wages do not equal total compensation (health care benefits, profit sharing, retirement investment matching, etc.), but do help illustrate levels of compensation

Of the 154 jobs presented, not all jobs fields employ the same amount of people: Ex: Bank CEO vs. Nurse

Child care is a HUGE Expense for families!



Questions

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