

# Living Wage Compliance Report



**Submitted to Living Wage Commission**

**May 20, 2015**

**Updated 7/25/2015**

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**City of Syracuse Auditor**

## Introduction

The Office of the City Auditor has agreed to perform, at least annual, reports regarding compliance of the Living Wage Ordinance. This report represents the results of our examination into the City of Syracuse Living Wage Ordinance and specifically those Companies who are required to comply with the Living Wage Ordinance as adopted by the City of Syracuse Common Council and amended on Dec 17<sup>th</sup>, 2012. Compliance Letters were mailed by the Office of the City Auditor to each company on April 1<sup>st</sup> 2015 requesting certified payrolls for their employees who work on City contracts. The letter requested that the certified payrolls be returned to our office no later than May 1<sup>st</sup> 2015. In the first week of May 2015, my Office followed up with phone calls and emails to those Companies who had not responded to our request.

Effective April 1<sup>st</sup> 2015, the Living Wage rate is \$12.77 per hour for those employees who are provided health insurance and \$15.08 per hour for those who are not provided health insurance.

## Objective

Our objective is to determine if all Companies required paying their employees the “Living Wage” as defined by the City of Syracuse are compliant with that Ordinance. The Companies that are required to comply with the Living Wage Ordinance are as follows.

1. Birnie Bus Service
2. Republic Parking
3. Central Parking
4. Riccelli Enterprises
5. Tri Delta resources
6. First Student
7. Brady Systems
8. LAZ Parking

## Scope

Our examination included the calculation of a per hour rate paid by the Companies to their employees. Also included is if the employees are offered and obtain health insurance as part of their employment benefits.

## Conclusion

- **Birnie Bus Service** provided payroll information for one employee and stated that there was only one “trip” during the requested time frame. This employee is not provided with Health Insurance coverage and is paid greater than or equal to the higher Living Wage amount. Therefore we find Birnie Bus Service to be compliant with the Ordinance.

- **Republic Parking Systems** provided payroll information for thirteen employees. None of these thirteen employees are provided with health insurance and make equal to or above the required rate. Therefore we find that Republic Parking is compliant with the Living wage Ordinance.
- **SP+ Parking (formally Central Parking)** did not respond to our request. We therefore find Central Parking non-compliant with the ordinance. It should be noted that they have been compliant in all past year's compliance reports. *UPDATE 7/25/2015* **SP+ Parking** provided payroll information for fourteen employees. All fourteen employees receive health benefits and make equal to or above the Living Wage. We now find SP+ Parking compliant with the Living Wage Ordinance.
- **Riccelli Enterprises** provided evidence that they are in compliance with wages stated in Sec 50-3d. It should be noted that they did not do any work for the City of Syracuse during the requested time frame. We therefore find Riccelli Enterprises to be compliant with the Living Wage Ordinance.
- **Tri-Delta Resources** provided payroll information for twenty nine employees. These employees are provided with health insurance coverage and makes equal to or above the required rate. Therefore we find Tri-Delta Resources to be compliant with the Living Wage ordinance.
- **First Student** provided us payroll information for one hundred and seventy one employees. All employees are provided health insurance and all employees are paid equal to or above the required rate. Therefore we find that First Student to be compliant with the ordinance.
- **Brady Systems** provided payroll information for three employees that work under the City contract. Brady Systems provides kitchen equipment repair services for the Syracuse City School District. Two employees receive health insurance and make equal to or greater than the appropriate wage. The third employee does not receive health insurance and is paid equal to or greater than the higher wage. Therefore we find Brady Systems to be compliant with the Living Wage ordinance.
- **LAZ Parking** provided payroll information for thirteen employees. Nine employees receive health coverage and are paid equal to or greater than the lower wage. Four employees do not receive health insurance and are paid equal to or greater than to higher wage. Therefore we find LAZ Parking to be compliant with the Living Wage Ordinance

**Auditor's Note:**

Of the eight companies required to comply with the Living Wage Ordinance, seven companies are fully compliant. This is compared to our last report where six of seven Companies were fully compliant. As mentioned above, the only Company that is non-compliant is because they did not respond to our request. Brady Systems was non-compliant in the 12/2/2014 compliance report because they did not respond but have become compliant in this report! The City of Syracuse Corporation Counsel's Office and the City of Syracuse Purchasing Department should take steps necessary to address this one Company compliance issue.

UPDATE 07/25/2015- All eight companies are fully compliant!