

Living Wage Compliance Report



Submitted to Living Wage Commission

Dec 2nd 2014

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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 17th, 2012. Compliance Letters were mailed by the Office of the City Auditor to each company on May 9th 2014 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 June 1st 2014. In the first week of June 2014, my Office followed up with phone calls to those Companies who had not responded to our request.

Effective April 1st 2014, the Living Wage rate is \$12.60 per hour for those employees who are provided health insurance and \$14.88 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

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 four employees. None of their employees are provided with Health Insurance coverage. All employees are paid greater than or equal to the Living Wage. We therefore find Birnie Bus Service to be compliant with the Ordinance.

- **Republic Parking Systems** provided payroll information for nine employees. Two employees are provided with health insurance and make equal to or above the required rate. Seven employees are not provided health insurance and they do make equal to or above the required wage. Therefore we find that Republic Parking is compliant with the Living wage Ordinance.
- **Central Parking Systems** provided us payroll information for fourteen employees. All fourteen employees are provided health insurance and all fourteen make equal to or greater than the required rate. We therefore find Central Parking compliant with the ordinance.
- **Riccelli Enterprises** provided payroll information for six employees. All six employees make equal to or above the required rate. We therefore find Riccelli Enterprises to be compliant with the Living Wage Ordinance.
- **Tri-Delta Resources** provided payroll information for one employee that works on a City contract. This employee is provided with health insurance coverage and makes equal to or above the required rate. The Office of the City Auditor finds Tri-Delta Resources to be compliant with the Living Wage ordinance.
- **First Student** provided us payroll information for three hundred and four employees. All three hundred and four employees are provided health insurance and all employees are paid equal to or above the required rate. Therefore we find that First Student is compliant with the ordinance.
- **Brady Systems** did not respond to written request for payroll. Follow up calls from our office were not returned. Brady Systems provides kitchen equipment repair services for the Syracuse City School District. Therefore, we find brady Systems to be non-compliant with the Living Wage ordinance.

Auditor's Note:

Of the seven Companies required to comply with the Living Wage Ordinance, six Companies are fully compliant. This is an improvement over our last report where only seven of nine Companies were fully compliant. As mentioned above, the only non-compliant Company did not respond to our request. The City of Syracuse Corporation Counsel's Office and the City of Syracuse Purchasing Department should take steps necessary to addresses this one Companies compliance issue.