

Menomonee Valley Family Sustaining Wage

The Family Sustaining Wage for the Menomonee River Valley is \$12.00 per hour, plus the full cost of health benefits.* Menomonee Valley Partners recommends that employers moving into the Valley meet this wage guideline for all of their employees.

Sustainable Wage Plan: Employers who will not offer the Family Sustaining Wage for all employees should prepare a “Sustainable Wage Plan” summarizing the steps the employer will take to meet the Family Sustaining Wage in the medium term (1-3 years). The plan should address the following questions:

1. What percent of your workforce will earn less than the Family Sustaining Wage initially? After one year of operation? After three years of operation?
2. Describe any probationary period that applies to employees who will be hired at wages below the Family Sustaining Wage, including the length of probation, health benefits before and after probation, and wages before and after probation. What percentage of employees does the probationary period apply to?
3. Will employees hired at a wage below the Family Sustaining Wage be provided with health benefits?
4. Describe the opportunities that will be provided to workers hired at wages below the Family Sustaining Wage to advance into higher-wage positions, such as training or policies for promotion from within the company.

Recruitment and Training Assistance: MVP also recommends that employers recruit a workforce that is reflective of the population of Milwaukee. For assistance in recruiting workers, contact any of the following local, non-profit organizations:

Esperanza Unida 671-0251
Employment Solutions 873-6400
Opportunities Industrialization Center of Greater Milwaukee 908-3100
Milwaukee Urban League, Inc. 374-5850
United Migrant Opportunity Services 389-6000

For assistance including specialized training programs, contact:

Wisconsin Regional Training Partnership 906-4204
BIG STEP 962-5067
Milwaukee Technical High School

Incentives: The Menomonee Valley is in a federal Renewal Community, and employers qualify for significant tax credits (\$1,500 per person) if they hire workers who also live in the Renewal Community. See www.MilwaukeeTaxInfo.com, or call 414-225-0550.

* Employers may choose to have employees contribute to the cost of health insurance. However, the amount of any employee contribution should be added to the \$12.00 wage. For instance, if an employee must contribute \$300/month for her health insurance, her hourly wage should be increased by \$1.88 to cover the cost of that contribution.