

**From:** PMcDaniel@ashevillenc.gov <PMcDaniel@ashevillenc.gov>  
**Sent:** 7/7/2015 1:10:52 PM  
**To:** ashevilleblade@gmail.com  
**Cc:**  
**Subject:** RE: All city workers receiving living wage question

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Thank you

**From:** Asheville Blade [mailto:ashevilleblade@gmail.com]  
**Sent:** Tuesday, July 07, 2015 12:49 PM  
**To:** Polly McDaniel  
**Subject:** Re: All city workers receiving living wage question

Thanks Polly, I appreciate you getting this information back to me. I'd still like some clarification on the first question: does that mean that U.S. Cellular Center workers making below a living wage have \*not\* received a raise yet? (other than the 1% all city workers will receive) Does it mean that any raises for those workers will depend on the 60-90 day implementation process?

I've seen a lot of rumors flying around about this part in particular and I'd like to make sure we're as clear as possible in any coverage going forward.

Best,

David

On Tue, Jul 7, 2015 at 8:55 AM, Polly McDaniel <[PMcDaniel@ashevillenc.gov](mailto:PMcDaniel@ashevillenc.gov)> wrote:

Hi David,

Here are the answer to the questions you asked regarding implementation of living wage:

1) I'd heard that all U.S. Cellular Center workers will shortly or already have received a raise to a living wage rate. Is that the case or will any raises have to wait until after the implementation plan is rolled out in ~90 days? If they have or are about to receive a raise, how many workers will this affect?

Answer: City Council adopted its Fiscal Year 2015-2016 budget with funding for living wage among temporary/ seasonal employees. During the adoption process, staff indicated that it needed 60-90 days to develop an implementation plan.

2) Will all temporary/seasonal city workers receive raises to a living wage rate or just some? Or has that decision not been made yet?

Answer: This is part of the current evaluation process underway and no decision has been made yet.

3) If this implementation doesn't go into effect for at least 90 days, will temp/seasonal workers receive backpay for the difference between the living wage and their current wage for the hours they worked over the summer?

Answer: The implementation plan will provide Council with information for their review and consideration of this matter. No decision has been made yet.

4) Right now the city qualifies all employees working 20 hours or less a week as "temp/seasonal." Are those criteria being reviewed and will they change?

Answer: The different designation of employees (full-time regular, part-time regular, temporary/seasonal, interns, etc.) are being reviewed as part of the process and staff will evaluate the need for changes and make recommendations.

Regards,

**Polly McDaniel**

Communications Specialist | City of Asheville  
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**From:** Asheville Blade [mailto:[ashevilleblade@gmail.com](mailto:ashevilleblade@gmail.com)]

**Sent:** Monday, July 06, 2015 11:51 AM

**To:** Polly McDaniel

**Subject:** Re: All city workers receiving living wage question

Thanks, Polly. A few follow-up questions:

- 1) I'd heard that all U.S. Cellular Center workers will shortly or already have received a raise to a living wage rate. Is that the case or will any raises have to wait until after the implementation plan is rolled out in ~90 days? If they have or are about to receive a raise, how many workers will this effect?
- 2) Will all temporary/seasonal city workers receive raises to a living wage rate or just some? Or has that decision not been made yet?
- 3) If this implementation doesn't go into effect for at least 90 days, will temp/seasonal workers receive backpay for the difference between the living wage and their current wage for the hours they worked over the summer?
- 4) Right now the city qualifies all employees working 20 hours or less a week as "temp/seasonal." Are those criteria being reviewed and will they change?

Hearing a lot of talk about this in public sphere, so want to make sure our information is correct.

Thanks,

David

On Thu, Jul 2, 2015 at 11:44 AM, Polly McDaniel <[PMcDaniel@ashevillenc.gov](mailto:PMcDaniel@ashevillenc.gov)> wrote:

Also, all City workers will receive a 1% raise as the new fiscal year begins July 1.  
But the timeline for implementation of the living wage has not changed.

Thanks,

**Polly McDaniel**

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**From:** Asheville Blade [mailto:[ashevilleblade@gmail.com](mailto:ashevilleblade@gmail.com)]

**Sent:** Thursday, July 02, 2015 8:54 AM

**To:** Polly McDaniel

**Subject:** All city workers receiving living wage question

Hey Polly, hope you're well. I'd heard that a decision had been made and that all city workers would receive a living wage, as discussed during some of the budget session. Is this the case? If so, when will it go into effect?

Best,

David