



Respite & Research for Alzheimer's Disease

ALZHEIMER'S ACTIVITY CENTER
ROSA ELENA CHILDCARE CENTER

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Antionnae Comeaux
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Sent via email to livingwage@ceo.sccgov.org

Respite and Research for Alzheimer's Disease (RRAD) provides social day program services for persons with dementia and Alzheimer's disease and respite services for their caregivers for Santa Clara County. RRAD is the largest dementia specific day program in Santa Clara County, serving up to 90 persons per day, Monday –Friday 8 AM-6 PM and Saturdays 36 persons from 9 AM -5 PM. Our organization will be impacted by the living wage increases in the following ways:

1. Our current base payroll and benefit package totals \$1,475,520 for 30 employees.
2. The living wage requirements we anticipate will increase our base payroll benefit package to \$1,846,718, representing an increase of 19% to our operating budget.
3. Approximately 22 staff are partially allocated to work under the County contract however, to be a Fair Wage Employer we would need to reallocate funds to fewer staff and raise salaries across our agency to achieve the living wage.
4. This 25% increase in overall employment costs increases reflects both increasing current staff to living wage standards and the compression costs associated with developing a living wage payroll package for our agency.
5. Our agency budget is \$1,984,630. The County only funds 11.3% or \$224,624 of this budget. Historically, the County has not paid the full cost of our services and thereby we are required to raise outside funds to cover our service costs therefore, we will need to raise an additional \$371,198 in outside funding in order to become a living wage employer. This new additional and annual fundraising goals is above current fundraising activity that we struggle to achieve each year. Even if the County covers their portion of our budget with living wage salaries, we still need to raise \$247,845 more above this to be a living wage employer.

In developing a living wage ordinance for nonprofits, we respectfully request that the County:

- Fund rates and cost reimbursement to fully fund our County services
- Provide our agency with funding to achieve a living wage standard
- Provide nonprofits a multi-year tiered pathway to achieve living wage standards
- Provide annual and fair Cost of Doing Business increases on all County contracts, not just those funded by the County General Fund in order to continue to provide Living Wage salaries within our organization.

Regards,

Maria Nicolacoudis
Executive Director



Respite & Research for Alzheimer's Disease

A non-profit, tax exempt organization dedicated to supporting those affected by Alzheimer's.