



**YU-AI KAI**  
**JAPANESE AMERICAN COMMUNITY SENIOR SERVICE**

588 North 4<sup>th</sup> Street, San Jose, California 95112 (408) 294-2505

November 15, 2017

Antoinnae Comeaux  
Michael Fogelstrom  
Santa Clara County Office of the County Executive  
70 W. Hedding Street, East Wing – 11<sup>th</sup> Floor  
San Jose, CA 95110

Sent via email to [livingwage@ceo.sccgov.org](mailto:livingwage@ceo.sccgov.org)

Yu-Ai Kai Japanese American Community Senior Service provides services to Santa Clara County for 3,000 seniors and their families. Our organization will be impacted by the living wage increases in the following ways:

1. Our current base payroll and benefit package totals \$767,816 for 36 employees annually.
2. The Living Wage requirements we anticipate will increase our base payroll and benefit package by \$637,287, representing an increase of 45% to our operating expenses.
3. Approximately 6 of our staff work under the Nutrition Program County Contract however, to be a Fair Wage Employer, we need to raise salaries across our agency to achieve living wage.
4. This 83% 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 \$1.4M. The County only partially funds our 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, Yu-Ai Kai may not be able to raise the necessary funds and will need to consider not participating in County programs due to the increase in funding needed.

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

- Fund rates and cost reimbursement to fully fund our 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.

Sincerely,

Ryan Kawamoto  
Executive Director