



Portuguese Community Center

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Portuguese Organization for Social Services and Opportunities provides services to the County for Senior Nutrition Program of which we serve approximately 110 clients daily. In also receive a General Fund to provide Information and Assistance to approximately 685 unduplicated Portuguese and Spanish speaking clients. We also Escort and Transport 140 unduplicated clients to the doctors, grocery shopping, legal services, or whatever their needs may be. Our organization will be impacted by the living wage increases in the following ways:

1. Our current base payroll and benefit package totals \$312,024 annually for 11 employees.
2. The Living Wage requirements we anticipate will increase our base payroll and benefit package to \$499,739, representing an increase of 40% to our operating budget.
3. Approximately 8 of staff work under the County Contract however, to be a Fair Wage Employer we need to raise salaries across our agency to achieve living wage.
4. This 40% 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 current agency budget is \$618,296. The County only funds 45% 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 \$231,936 in outside funding to become a living wage employer. This new additional and annual fundraising goal is above current fundraising activity that we struggle to achieve each year.

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 to continue to provide Living Wage salaries within our organization.

