

RAISE THE FLOOR WISCONSIN

MINIMUM WAGE EDITION

OCTOBER 2014

There is a crisis of poverty-wage work in America. These are jobs in which workers do not make enough to cover their basic expenses, cannot rely on the hours they need to get by, cannot save money for retirement, cannot afford even to ride the bus to get to work. Health care workers go without health insurance. Food service workers rely on food pantries. Here, in the richest nation on the planet, too many workers struggle in bad jobs, working at the very floor of our labor market. And that floor is lower and weaker than in the past.

Low-wage workers across the country have been drawing attention to this problem. And demanding change. The call for higher wages increasingly resounds through states, cities, and the fast food sector, here in Wisconsin and elsewhere. And this organizing has created a groundswell of support for increasing the minimum wage and otherwise strengthening labor standards.

This document is intended to help draw a more complete picture of poverty-wage work in Wisconsin. We use federal data to highlight problems in the labor market, the workers that stands to gain from a higher minimum wage, the jobs these workers hold, and the real costs of living that everyone in this state faces.

While some continue to argue that increasing the minimum wage is “bad for business”, and even for low-wage workers, facts on the ground suggest otherwise: raising the wage floor can actually help build a stronger economy as it helps low-wage workers. For example, **the 13 states that raised the minimum wage at the beginning of 2014 experienced subsequent job growth equal to or better than states that did not.**¹

In Wisconsin, our legacy of good manufacturing jobs is fading and a new reality of poverty-wage work has emerged. The transformation of the state’s economy in recent decades has been dramatic, not only the shift from manufacturing to services, but also declining unionization and decreasing job quality. And the state’s legacy of racial equality has collapsed, to the point where Wisconsin is the state with the highest incarceration rate of African American men in the nation.

These changes increasingly isolate everyone but the wealthiest from the rewards of economic growth. Workers at the middle and bottom of the labor market who contribute to that growth see very little from it. **Raising the minimum wage can improve income and security for workers who toil in our lowest paying sectors.** It can build a stronger foundation for Wisconsin’s economy as well.



ABOUT COWS

Based at the University of Wisconsin-Madison, COWS is a national think-and-do tank that promotes “high road” solutions to social problems. These treat shared growth and opportunity, environmental sustainability, and resilient democratic institutions as necessary and achievable complements in human development. COWS is nonpartisan but values-based. We seek a world of equal opportunity and security for all. For more information: www.cows.org. To reach authors directly: ldresser@cows.org, jknauss@cows.org

ABOUT EPI

The Economic Policy Institute (EPI) is a nonprofit, nonpartisan think tank created in 1986 to include the needs of low- and middle-income workers in economic policy discussions. EPI believes every working person deserves a good job with fair pay, affordable health care, and retirement security. To achieve this goal, EPI conducts research and analysis on the economic status of working America. EPI proposes public policies that protect and improve the economic conditions of low- and middle-income workers and assesses policies with respect to how they affect those workers.

COWS | BUILDING
THE HIGH ROAD



POVERTY WAGE WISCONSIN

Poverty-wage work is widespread in Wisconsin. Some 700,000 Wisconsin workers, or one of every four workers in the state, earns wages below the marker of \$11.36 per hour. **These are not teenagers working part-time for pocket change.** The median age of a poverty-wage worker in Wisconsin is 30. Almost 60 percent of poverty-wage workers are women.

POVERTY WAGE WORK AND SECTORS

Poverty wage in 2013 = \$11.36 per hour. Below this wage a worker cannot keep a family of four (2 adults, 2 children) out of poverty, even with full-time, year round work.

- 700,000 Wisconsin workers — 1 in 4 — worked in poverty-wage jobs in 2013.
- The median age of a poverty-wage worker in Wisconsin is 30 years old.
- Three fourths of Wisconsin's poverty wage workers are white. But African American and Hispanic workers are much more likely to hold poverty wage jobs. While one-quarter of white workers earn poverty wages, 38 percent of black, and 42 percent of Hispanic workers do.
- Three times as many poverty-wage workers have no health insurance as other workers – 22 percent of poverty-wage workers had no health insurance in 2013; only 7 percent of higher-wage workers have no insurance.
- Hours can be as big a problem as wages. Poverty-wage work is often formally or functionally part-time. Just-in-time scheduling, where an employer gives little-to-no advance warning of scheduled work times, is an increasing norm. In many service sector jobs, bad weather, bad traffic, or just too few customers can send workers home mid-shift.

Three sectors stand out for their contributions to poverty-wage jobs in Wisconsin:

FOOD SERVICE



MEDIAN WAGE

\$8.40/hr

123,000

POVERTY WAGE WORKERS

More than two-thirds of frontline food service jobs pay poverty wages.

RETAIL



MEDIAN WAGE

\$10.87/hr

125,000

POVERTY WAGE WORKERS

Over half of frontline retail jobs pay poverty wages.

RESIDENTIAL & HOME HEALTH CARE



MEDIAN WAGE

\$12.35/hr

34,000

POVERTY WAGE WORKERS

Almost 40% of frontline long-term care and home health care jobs pay poverty wages.

THESE THREE SECTORS ACCOUNT FOR MORE THAN 40% OF WISCONSIN'S 700,000 POVERTY-WAGE JOBS.

IS EDUCATION THE PROBLEM?

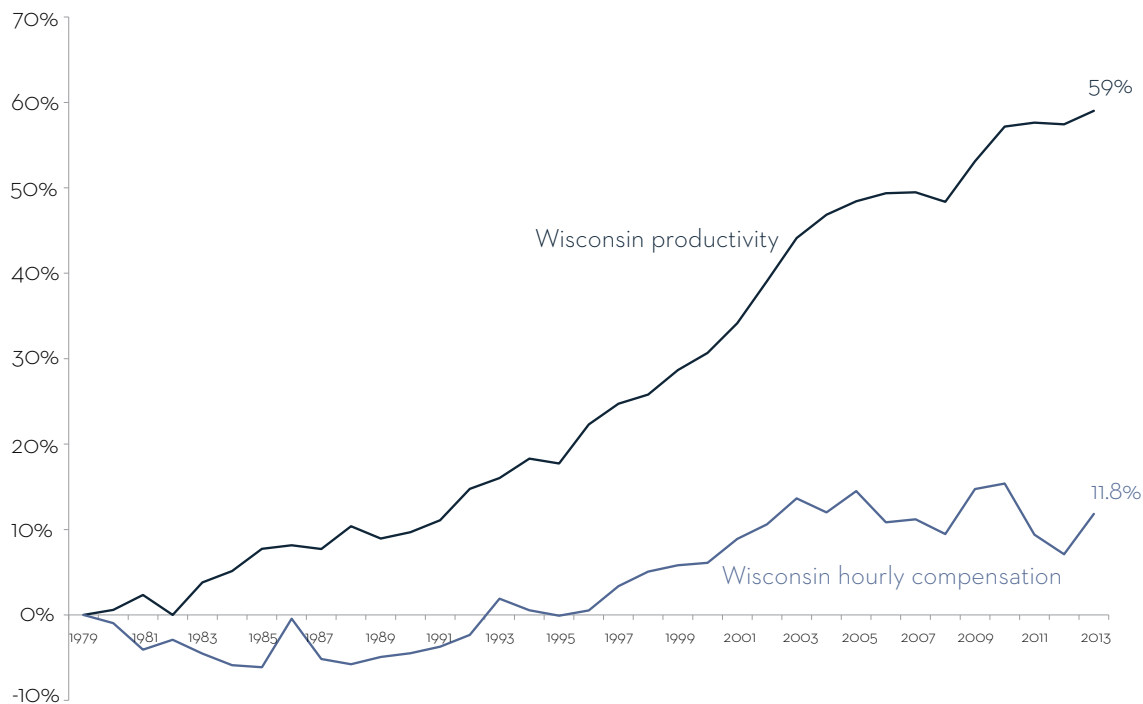
Low education is an attractive and simple explanation of the poverty-wage job problem. It is also not a particularly good one. Four out of five poverty-wage workers in Wisconsin have completed high school; almost half have some college experience. So while it is true that greater levels of education lead, in general, to higher wages, many workers toil in poverty-wage jobs despite years of education or even college degrees. And while our workforce is substantially more educated today than it was thirty-five years ago, the chance of working in a poverty-wage job has not changed, the purchasing power of the minimum wage has fallen, and, controlling for inflation, median wages are just barely creeping forward.

ECONOMIC INEQUALITY AND THE WEAK FLOOR UNDER JOB QUALITY

The crisis of low-wage work is rooted in the divergence of the American economy. Over the past 40 years, like their national counterparts, Wisconsin workers have become far more productive. Yet pay has not kept pace. As shown in Figure 1, from 1979 through 2013 average output per worker rose 59 percent for workers in Wisconsin, yet median hourly compensation—including non-wage compensation—grew only 11.8 percent.²

figure 1

GROWTH OF REAL HOURLY MEDIAN COMPENSATION FOR PRODUCTION/ NONSUPERVISORY WORKERS AND PRODUCTIVITY, 1979 - 2011



Source: EPI analysis of BLS, BEA, and CPS data (unpublished).

And while wages are stagnant at the middle, they are actually falling at the bottom of the labor market. For most workers, real wages in 2013 are still lower than they were in 2007 before the Great Recession. But while the median worker is almost back to 2007 levels, workers in the lowest tenth of the wage distribution were still earning almost 7 percent less in 2013 than in 2007 (see Table 1).

However, the recent crash and recession are only a small part of the slow wage growth story. Except among the highest earners, wages have risen only modestly, if at all, over the last 35 years. Looking only at wage growth—i.e., excluding non-wage compensation—the median worker has seen real wages increase by a paltry 3.6 percent since 1979.

And for low-wage workers, things have been even worse. Workers in the bottom tenth of the wage distribution in Wisconsin are actually making 5.4 percent less than they did in 1979. In other words, **despite the fact that low-wage workers in Wisconsin are older, better educated, and producing more income for their employers than their counterparts a generation ago, they are being paid less today.**

table 1

WAGES IN WISCONSIN BY DECILE BY YEAR (IN 2013 DOLLARS)

	10th percentile	30th percentile	50th percentile (Median)	70th percentile	90th percentile
1979	\$8.90	\$12.29	\$16.41	\$21.74	\$29.32
1989	\$7.35	\$10.96	\$14.93	\$20.58	\$30.20
1995	\$7.87	\$11.32	\$15.42	\$20.71	\$31.28
2000	\$9.61	\$13.20	\$16.55	\$22.21	\$33.97
2007	\$9.04	\$12.95	\$17.04	\$22.83	\$34.90
2013	\$8.42	\$12.27	\$17.00	\$22.67	\$36.18
Cumulative change 2007-2013	-6.9%	-5.3%	-0.2%	-0.7%	3.7%
Cumulative change 1979-2013	-5.4%	-0.2%	3.6%	4.3%	23.4%

Source: Economic Policy Institute analysis of Current Population Survey Data

Note: Dollars deflated using the CPI-U-RS

Table 2 shows the **changing sectoral composition of work**, and with it the **declining influence of unions**. Even though the state has maintained a higher percentage of manufacturing jobs than its Midwest neighbors, fewer than 1 in 5 Wisconsin workers worked in manufacturing in 2013 compared to 1 in 3 in 1979. Service sector jobs, which pay less on average, have risen from 26 percent of all jobs in 1979 to 45 percent in 2013.

One reason there are so many low-wage service sector jobs, and why service-sector jobs on average pay less than manufacturing, is the lesser presence of unions in the service sector. But declining union strength is also evident in manufacturing. While the median wage in manufacturing was 21 percent higher than the overall median in 1979, that premium had slipped to 7 percent by 2013 (see Table 2).

table 2

EMPLOYMENT AND MEDIAN WAGES BY SECTOR FOR WISCONSIN WORKERS, (1979 AND 2013)

	1979 or closest available	2013 or most recent available
Median wage, all jobs (2013 dollars)	\$16.45	\$17.00
Manufacturing share of total jobs	33%	19%
Manufacturing median wage (2013 dollars)	\$19.83	\$18.24
as percent of median wage in WI	121%	107%
Service share of total jobs	26%	45%
Service median wage (2013 dollars)	\$14.65	\$15.00
as percent of median wage in WI	89%	88%
Share of workers in unions*	24%	12 %

Source: COWS calculations from CPS data provided by the Economic Policy Institute

*Source unionstats.com. Earliest data corresponds to 1983.

WORKING AT THE WAGE FLOOR: WISCONSIN WORKERS...

DEFINING JOB QUALITY

\$11.36
AN HOUR *Wage required for a full-time/-
year-round worker to keep a family
of four out of poverty..*



POVERTY-WAGE JOBS
pay \$11.35/hr or less



BETTER JOBS
pay \$11.36/hr or more



1 IN 4 WORKERS
hold poverty-wage jobs

700,000
WORKERS

2,000,000
WORKERS

DEMOGRAPHICS OF POVERTY-WAGE WORKERS

*Share of workers in poverty-wage jobs for
key demographic groups*

25%
OF WHITE WORKERS

38%
OF AFRICAN AMERICAN WORKERS

42%
OF HISPANIC WORKERS

HOURS WORKED PER WEEK

36

40

MEDIAN HOURLY WAGE

\$7.60

\$20.80

SOURCE OF HEALTH INSURANCE

EMPLOYER/UNION

50%

79%

PUBLICLY FUNDED

15%

4%

PRIVATE PURCHASE

9%

7%

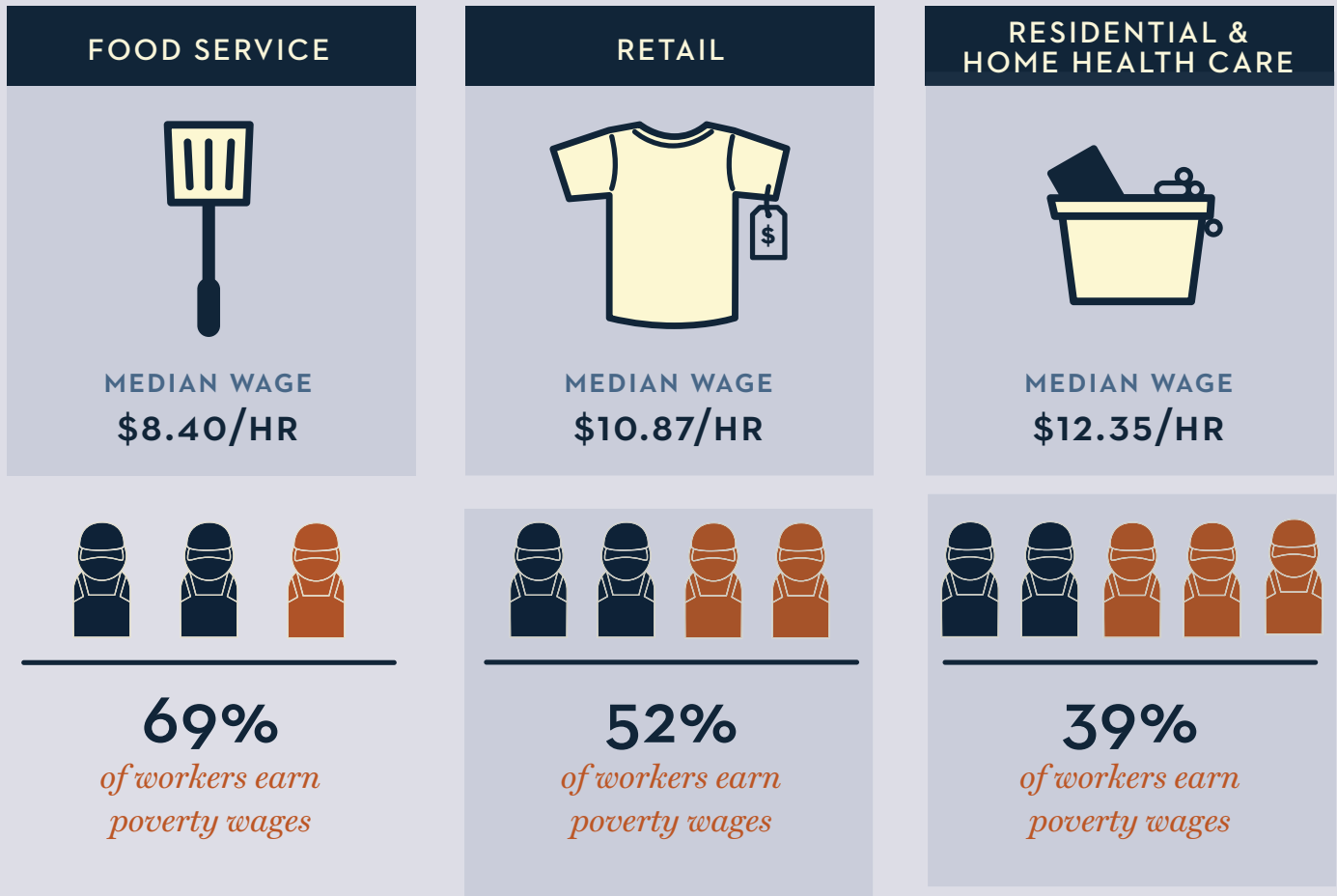
NO INSURANCE

22%

7%

280,000

of Wisconsin's 700,000 poverty-wage workers work in these 3 sectors.



HOW MUCH DOES IT REALLY TAKE TO LIVE IN WISCONSIN?

The minimum wage in Wisconsin is the same as the federal minimum, \$7.25 per hour. Anyone who has ever worked for minimum wages knows how hard it is to make ends meet on the minimum wage alone. Even those lucky enough to get full-time work across the year earn just \$1250 per month, or \$15,000 per year. According to official federal guidelines, this is enough to keep a single individual “above the poverty line” but not a household of two or more.

But researchers also broadly agree that **the federal poverty threshold**, which was developed in the 1950s and has simply been adjusted for inflation since then, **is a woefully inadequate measure of what it actually takes a typical family to survive today**. As such, a number of

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alternative measures have been developed to assess true economic security. The Family Budget Calculator, developed by the Economic Policy Institute, yields location-specific estimates of the level of family income required to attain a secure, yet modest standard of living. It incorporates local costs of housing, food, childcare, transportation, health care, taxes, and other necessities, and provides economic security thresholds for 6 different family types, localized to 615 communities throughout the United States.

To be clear, EPI’s Family Budget Calculator is in some ways an aspirational measure, not a marker of outright destitution. For example, it assumes that all families will be able to own one car. Yet it does not assume any expenses for television or internet service, nor any savings whatsoever. Even in the best of economic times, many workers will not earn enough to reach this level of economic security, but it is instructive to see just how many workers in Wisconsin are below it.³

The Family Budget Calculator contains budget thresholds for specific regions of Wisconsin, as well an estimate for the remaining rural areas (see Appendix for tables). Averaging across the state, a one-adult, one-

child family in Wisconsin would need annual income of \$49,011 to meet the family budget threshold. This equates to an hourly wage of \$23.56 for a full-time, year-round worker. The average two-adult, two-child family would need \$71,914 in annual income to be above the family budget threshold. This equates to an hourly wage of \$17.29 per hour for each parent.⁴

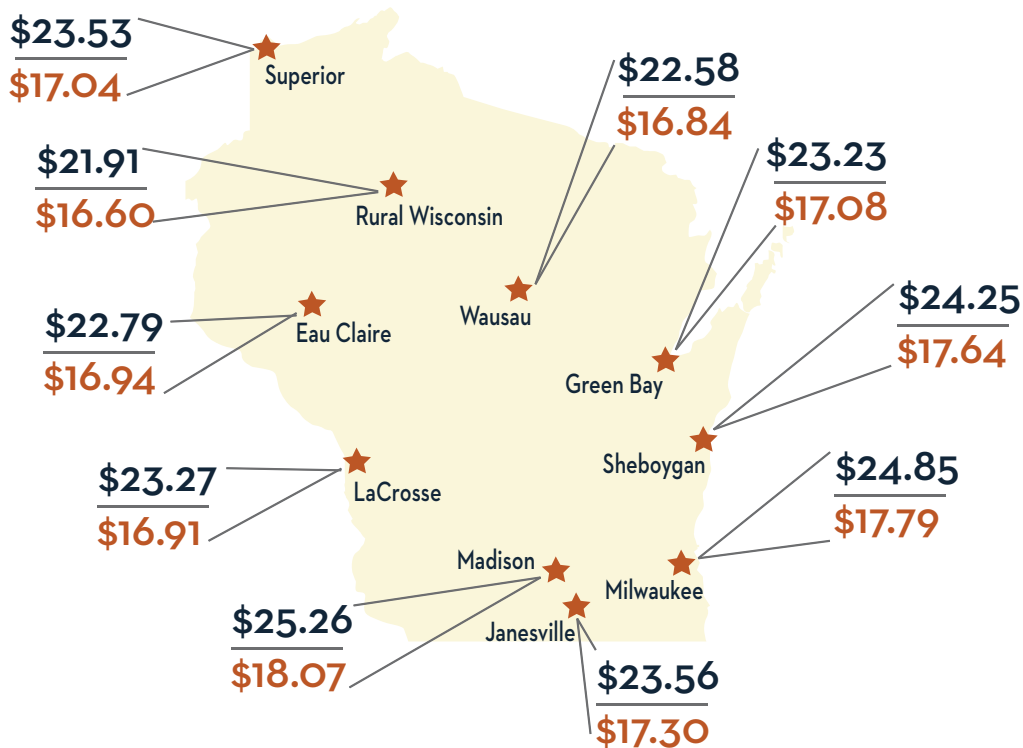
In 2013, 51 percent—more than half—of Wisconsin’s workers did not meet the \$17.29 threshold.⁵ By gender, 58 percent of working women and 45 percent of working men in Wisconsin earned a wage too low to provide half the income needed to keep a family of four above the family budget threshold working full time, year round.

FAMILY BUDGET WAGES
Wages required to meet costs of living in Wisconsin

Hourly wage required to meet basic needs in a...

1-PARENT, 1-CHILD HOUSEHOLD
Parent works full-time

2-PARENT, 2-CHILD HOUSEHOLD
Both parents work full-time



Note: See Gould, et. al. 2013. "What Families Need to Get By: The 2013 Update of EPI's Family Budget Calculator." Economic Policy Institute Issue Brief #368. <http://www.epi.org/resources/budget/> for a detailed methodology and description of each cost item.
 Source: Economic Policy Institute Family Budget Calculator, <http://www.epi.org/resources/budget/>

WANT TO IMPROVE JOBS? RAISE THE MINIMUM WAGE

The most direct route to improving this situation is to raise the state's minimum wage. Minimum wages are moving up across the country as workers stand up for higher wages. Perhaps because it is clear that low wages simply cannot support families, and perhaps also because people are concerned that too many workers are seeing no benefit from economic growth, polling consistently shows strong majority support for higher minimum wages from conservatives and liberals alike.

WHO WINS WITH A HIGHER MINIMUM WAGE? WORKERS, THE COMMUNITY, THE ECONOMY

Raising the floor under Wisconsin's low-wage labor market would not only raise incomes for low-wage workers, it would also help strengthen the state's economy, help high-road businesses that already pay decent wages and invest in their workers, and promote a more inclusive economic prosperity.

WORKING FAMILIES WIN

Increasing the minimum wage would improve the earnings picture for hundreds of thousands of adult Wisconsin workers. In *Impact of Minimum Wage Increase on Wisconsin Families*⁶, we found that raising the minimum wage in Wisconsin to \$10.10 per hour would raise wages for some 587,000 workers in Wisconsin, including 404,000 who currently earn less than \$10.10 per hour, and another 183,000 workers who make slightly more but would likely benefit from the upward ripple effect on their wages. Of those 587,000 Wisconsin workers, 79 percent are over 20 years old. The overwhelming majority of low-wage earners who would receive a raise by restoring the minimum wage to its historic value are adults who spend their careers doing the frontline work that makes our economy function.

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THE ECONOMY GETS A BOOST

Unlike the very wealthy, people working low-wage jobs recycle wage increases right back into their local economy.

The Federal Reserve Bank of Chicago estimates that “following a \$1 minimum wage hike, household income rises on average by about \$250 per quarter and spending by roughly \$700 a quarter.”⁷

The Economic Policy Institute found that raising the federal minimum wage from \$7.25 to \$10.10 per hour would result in a net increase in economic activity of about \$33 billion and create approximately 140,000 new jobs nationwide.⁸

In 2014, a letter signed by more than 600 economics, including 7 Nobel Laureates and 8 former presidents of the AEA, appealed to the president and congressional leaders for a federal minimum wage increase: “In recent years there have been important developments in the academic literature on the effect of increases in the minimum wage on employment, with the weight of evidence now showing that increases in the minimum wage have had little or no negative effect on the employment of minimum-wage workers, even during times of weakness in the labor market.”⁹ Even some conservative economists believe that corporate wage cutting has gone too far. A former managing director at Salomon Smith Barney told The New York Times, **“Corporations are taking huge advantage of the slack in the labor market... to cut benefits and wages, and to shorten hours” – a strategy that “very much jeopardizes our chances of experiencing a real recovery.”**¹⁰

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MINIMUM WAGE DYNAMICS

Raising the wage floor is often opposed by many employers and met with skepticism by others. This is “bad for business,” they say. But the facts tell a different story:

RAISING THE MINIMUM WAGE DOES NOT INCREASE UNEMPLOYMENT

Simplistic economic models based on the logic of supply and demand predict that raising the minimum wage always leads to job losses for workers whose productivity is too low to justify being paid the higher minimum. This model has been the basis of opposition to raising the minimum for at least 100 years. Corporations and their spokesman promote this view. The best evidence from the field, however, does not.¹¹

In fact, over the last twenty years this assumption has been turned on its head. In looking into employment dynamics in the 13 states that raised the minimum wage at the start of 2014, the Center for Economic and Policy Research (CEPR) found that employment growth rates in those states met or exceeded job growth rates in state’s that didn’t raise the minimum wage.¹²

How could an increase in wages not yield displacement of workers? Another study from CEPR provides this overview of the dynamics created by minimum wage increases. Rather than “disemployment effects,” one observes a variety of other response mechanisms:

“The strongest evidence suggests that the most important channels of adjustment are:

- *reductions in labor turnover;*
- *improvements in organizational efficiency;*
- *reductions in wages of higher earners (“wage compression”); and*
- *small price increases.*

Given the relatively small cost to employers of modest increases in the minimum wage, these adjustment mechanisms appear to be more than sufficient to avoid employment losses, even for employers with a large share of low-wage workers.”¹³ -- John Schmitt, CEPR

Higher wages tend to lead to lower employee turnover and higher worker productivity. Employers may often project layoffs when anticipating a coming wage increase, but then find they can afford the raise after all, as workers' job tenure and productivity go up and hiring and training costs fall. Employees are also more likely to invest in improving their job skills, further increasing productivity, when they can see a decent employment future ahead. **In other words, employers can actually gain from minimum wage increases in ways they may not even be able to predict.**¹⁴

More than 1000 business owners and executives, including small business owners from all 50 states, Costco CEO Jim Sinegal and U.S. Women's Chamber of Commerce CEO Margot Dorfman, supported the most recent increase in the federal minimum wage and current efforts to raise the federal minimum to \$10.10 per hour. As their letter of support stated, **"Higher wages benefit business by increasing consumer purchasing power, reducing costly employee turnover, raising productivity, and improving product quality, customer satisfaction and company reputation."**¹⁵

Higher-wage businesses that invest in their workers and offer quality products and services can also be helped by raising the wage floor. A higher minimum wage helps level the playing field and improve the relative competitive position of "high-road" businesses that already pay their workers more and contribute more to their communities.¹⁶

Large firms making healthy profits employ most low-wage workers and can afford to pay workers more. Recent research shows that two-thirds of America's lowest-paid workers are employed by firms with 100 or more workers. These businesses can afford to pay higher wages. Among the 50 largest low-wage employers, a 2012 study showed 92 percent were profitable the previous year and 63 percent earned higher profits in 2012 than before

the recession.¹⁷

Perhaps most revealing, executive compensation at these firms averaged \$9.4 million per year. But instead of paying their workers better, in the five years through 2011 these same firms chose instead to pay \$174.8 billion in dividends to shareholders and buying up shares of their own stock.¹⁸

CONCLUSION

Raising Wisconsin's minimum wage would make a significant difference in the quality of life of hundreds of thousands of workers stuck in poverty-wage jobs. They are health care workers who cannot afford health care. They cook and serve food, but make too little to keep food on their families' tables. They sell items they could never afford to buy. They take care of the old and the frail and the disabled, allowing their patients and clients the dignity and independence they deserve. Raising the minimum wage will assist in allowing low-wage workers the dignity and independence they deserve.

Our economy stands to gain as well. As jobs get better, workers stay longer at their jobs, become better at their work, and can spend more to boost the local economy. Raising the minimum wage puts Wisconsin on a path to more inclusive growth.

table 1

**FAMILY BUDGET THRESHOLD AND COMPONENT COSTS FOR A
1-PARENT, 1-CHILD HOUSEHOLD IN WISCONSIN**

Area Name	Monthly Housing	Monthly Food	Monthly Child-care	Monthly Transport	Monthly Health care	Monthly Other Necessities	Monthly Taxes	Monthly Total	Annual Total	Hourly wage at 2080 hours per year
Appleton, WI MSA	\$681	\$369	\$827	\$459	\$958	\$269	\$428	\$3,991	\$47,887	\$23.02
Columbia County, WI HUD Metro FMR Area	\$736	\$369	\$827	\$459	\$973	\$283	\$462	\$4,109	\$49,311	\$23.71
Duluth, MN-WI MSA	\$725	\$369	\$827	\$459	\$966	\$280	\$453	\$4,079	\$48,952	\$23.53
Eau Claire, WI MSA	\$658	\$369	\$827	\$459	\$958	\$263	\$416	\$3,950	\$47,398	\$22.79
Fond du Lac, WI MSA	\$670	\$369	\$827	\$459	\$958	\$266	\$422	\$3,971	\$47,653	\$22.91
Green Bay, WI HUD Metro FMR Area	\$685	\$369	\$827	\$480	\$958	\$270	\$438	\$4,027	\$48,322	\$23.23
Iowa County, WI HUD Metro FMR Area	\$746	\$369	\$827	\$459	\$973	\$285	\$466	\$4,127	\$49,520	\$23.81
Janesville, WI MSA	\$734	\$369	\$827	\$459	\$958	\$282	\$454	\$4,084	\$49,005	\$23.56
Kenosha County, WI HUD Metro FMR Area	\$801	\$369	\$827	\$459	\$973	\$300	\$493	\$4,222	\$50,662	\$24.36
La Crosse, WI-MN MSA	\$699	\$369	\$827	\$459	\$966	\$273	\$440	\$4,034	\$48,407	\$23.27
Madison, WI HUD Metro FMR Area	\$889	\$369	\$827	\$480	\$958	\$322	\$534	\$4,379	\$52,548	\$25.26
Milwaukee-Waukesha-West Allis, WI MSA	\$828	\$369	\$827	\$480	\$991	\$306	\$507	\$4,308	\$51,695	\$24.85
Minneapolis-St. Paul-Bloomington, MN-WI MSA	\$920	\$369	\$827	\$459	\$984	\$330	\$548	\$4,438	\$53,254	\$25.60
Oconto County, WI HUD Metro FMR Area	\$626	\$369	\$827	\$459	\$973	\$255	\$405	\$3,915	\$46,979	\$22.59
Oshkosh-Neenah, WI MSA	\$669	\$369	\$827	\$459	\$958	\$266	\$421	\$3,969	\$47,631	\$22.90
Racine, WI MSA	\$733	\$369	\$827	\$459	\$958	\$282	\$454	\$4,082	\$48,986	\$23.55
Rural	\$657	\$369	\$598	\$570	\$973	\$263	\$368	\$3,799	\$45,582	\$21.91
Sheboygan, WI MSA	\$803	\$369	\$827	\$459	\$958	\$300	\$487	\$4,204	\$50,444	\$24.25
Wausau, WI MSA	\$638	\$369	\$827	\$459	\$958	\$258	\$405	\$3,914	\$46,968	\$22.58
						Average:		\$4,084	\$49,011	\$23.56

Note: See Gould, et. al. 2013. "What Families Need to Get By: The 2013 Update of EPI's Family Budget Calculator." Economic Policy Institute Issue Brief #368. <http://www.epi.org/resources/budget/> for a detailed methodology and description of each cost item.

Source: Economic Policy Institute Family Budget Calculator, <http://www.epi.org/resources/budget/>

table 2

FAMILY BUDGET THRESHOLD AND COMPONENT COSTS FOR A 2-PARENT, 2-CHILD HOUSEHOLD IN WISCONSIN

Area Name	Monthly Housing	Monthly Food	Monthly Child-care	Monthly Transport	Monthly Health care	Monthly Other Necessities	Monthly Taxes	Monthly Total	Annual Total	Hourly wage at 2080 hours per year
Appleton, WI MSA	\$681	\$754	\$1,526	\$603	\$1,489	\$367	\$490	\$5,910	\$70,919	\$17.05
Columbia County, WI HUD Metro FMR Area	\$736	\$754	\$1,526	\$603	\$1,520	\$381	\$523	\$6,044	\$72,527	\$17.43
Duluth, MN-WI MSA	\$725	\$754	\$1,526	\$603	\$1,433	\$379	\$488	\$5,907	\$70,885	\$17.04
Eau Claire, WI MSA	\$658	\$754	\$1,526	\$603	\$1,489	\$361	\$480	\$5,871	\$70,457	\$16.94
Fond du Lac, WI MSA	\$670	\$754	\$1,526	\$603	\$1,489	\$364	\$485	\$5,891	\$70,697	\$16.99
Green Bay, WI HUD Metro FMR Area	\$685	\$754	\$1,526	\$607	\$1,489	\$368	\$493	\$5,922	\$71,065	\$17.08
Iowa County, WI HUD Metro FMR Area	\$746	\$754	\$1,526	\$603	\$1,520	\$384	\$528	\$6,061	\$72,728	\$17.48
Janesville, WI MSA	\$734	\$754	\$1,526	\$603	\$1,489	\$381	\$512	\$5,998	\$71,982	\$17.30
Kenosha County, WI HUD Metro FMR Area	\$801	\$754	\$1,526	\$603	\$1,520	\$398	\$550	\$6,153	\$73,830	\$17.75
La Crosse, WI-MN MSA	\$699	\$754	\$1,526	\$603	\$1,433	\$372	\$477	\$5,864	\$70,364	\$16.91
Madison, WI HUD Metro FMR Area	\$889	\$754	\$1,526	\$607	\$1,489	\$421	\$577	\$6,263	\$75,158	\$18.07
Milwaukee-Waukesha-West Allis, WI MSA	\$828	\$754	\$1,526	\$607	\$1,496	\$405	\$552	\$6,168	\$74,018	\$17.79
Minneapolis-St. Paul-Bloomington, MN-WI MSA	\$920	\$754	\$1,526	\$603	\$1,524	\$428	\$601	\$6,356	\$76,277	\$18.34
Oconto County, WI HUD Metro FMR Area	\$626	\$754	\$1,526	\$603	\$1,520	\$353	\$477	\$5,860	\$70,317	\$16.90
Oshkosh-Neenah, WI MSA	\$669	\$754	\$1,526	\$603	\$1,489	\$364	\$484	\$5,890	\$70,677	\$16.99
Racine, WI MSA	\$733	\$754	\$1,526	\$603	\$1,489	\$381	\$511	\$5,997	\$71,964	\$17.30
Rural	\$657	\$754	\$1,297	\$717	\$1,520	\$361	\$450	\$5,756	\$69,071	\$16.60
Sheboygan, WI MSA	\$803	\$754	\$1,526	\$603	\$1,489	\$399	\$540	\$6,114	\$73,367	\$17.64
Wausau, WI MSA	\$638	\$754	\$1,526	\$603	\$1,489	\$356	\$471	\$5,838	\$70,054	\$16.84
						Average:		\$5,993	\$71,914	\$17.29

Note: See Gould, et. al. 2013. "What Families Need to Get By: The 2013 Update of EPI's Family Budget Calculator." Economic Policy Institute Issue Brief #368. <http://www.epi.org/resources/budget/> for a detailed methodology and description of each cost item.

Source: Economic Policy Institute Family Budget Calculator, <http://www.epi.org/resources/budget/>

1. <http://www.cepr.net/index.php/blogs/cepr-blog/update-13-states-that-raised-minimum-wage>
2. This statistic includes non-monetary compensation, such as health insurance premiums, retirement contributions, etc. Source: EPI analysis of unpublished total economy data from Bureau of Labor Statistics, Labor Productivity and costs program; employment data from Bureau of Labor Statistics, Local Area Unemployment Statistics; wage data from the Current Population Survey and compensation data from the Bureau of Economic Analysis, State/National Income and Product Accounts public data series
3. See Gould, et. al. 2013. "What Families Need to Get By: The 2013 Update of EPI's Family Budget Calculator." Economic Policy Institute Issue Brief #368. <http://www.epi.org/resources/budget/>
4. Economic Policy Institute. "Family Budget Calculator." [Website] Accessed August 21, 2014. <http://www.epi.org/resources/budget/>
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6. <http://www.cows.org/impact-of-minimum-wage-increase-on-wisconsin-families>
7. Daniel Aaronson et al. 2011. "The Spending and Debt Response to Minimum Wage Hikes." Federal Reserve Bank of Chicago WP 2007-23 (revised)
8. Raising the Federal Minimum Wage to \$10.10 Would Give Working Families, and the Overall Economy, a Much-Needed Boost (Economic Policy Institute, March 2013)
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17. Big Business, Corporate Profits, And the Minimum Wage (NELP, July 2012)
18. Big Business, Corporate Profits, And the Minimum Wage (NELP, July 2012)

METHODS AND DATA

For data sources and methodology, see Methods and Data section of "[Raise the Floor Milwaukee](#)" (COWS, June 2013), pp. 36 - 37.

