



SURPRISE
ARIZONA

Arizona Ballot Proposition 206

The Fair Wages and Healthy Families Act

City Manager January 17, 2017

The Fair Wages and Healthy Families Act

OUTCOMES

**AZ Minimum Wage increases from \$8.05 per hour
in four steps**

- **2017 - Increase to \$10.00**
- **2018 - Increase to \$10.50**
- **2019 - Increase to \$11.00**
- **2020 - Increase to \$12.00**

**The City of Surprise will not be required to take action in 2017
as no existing position falls below \$10.00 per hour.**

The Fair Wages and Healthy Families Act

SICK LEAVE ACCRUAL

Effective July 1, 2017 ALL employees must receive at least one (1) hour of sick leave per 30 hours worked.

Current Paid Time Off (PTO) policies in the City for Full-Time Employees exceeds the minimum requirements of FWHFA. No changes will be made.

Part-Time Employees of the City which do not currently receive any type of leave accrual will be eligible for 1 hour of sick leave accrual per 30 hours worked.

The Fair Wages and Healthy Families Act

CHANGES TO COME

- **Amendments to the City Manager's policies within the Employee Policy Manual will be made to comply with FWHFA.**
- **A part-time employee sick leave accrual program will be established.**
 - **Accrual may cap at 40 hours**
 - **At separation of employment, part-time employees would not be eligible to receive compensation (cash out) of unused accrued sick leave.**



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**QUESTIONS OR
COMMENTS?**

Thank You

