

## GEOGRAPHIC APPROACH

Oregon took this approach. Could look like this:

City of Chicago		Teen	Collars	Teen	Downstate	Teen
YEAR	18+					
1/1/2021	\$ 13.40	\$ 8.50	\$ 8.90	\$ 8.20	\$ 8.65	\$8.00
1/1/2022	\$ 13.80	\$ 9.25	\$ 9.60	\$ 8.65	\$ 9.05	\$ 8.25
1/1/2023	\$ 14.20	\$ 10.50	\$ 10.30	\$ 9.10	\$ 9.45	\$ 8.50
1/1/2024	\$ 14.60	\$ 12.00	\$ 10.95	\$ 9.55	\$ 9.80	\$ 8.75
1/1/2025	\$ 15.00	\$ 13.00	\$ 11.65	\$ 10.00	\$ 10.20	\$ 9.00
1/1/2026			\$ 12.30	\$ 10.50	\$ 10.60	\$ 9.25
1/1/2027			\$ 13.00	\$ 11.00	\$ 11.00	\$ 9.50

NOTE: "Collars" refers to Cook County (other than City of Chicago as well as the counties of DuPage, Kane, Lake, McHenry, and Will).

- The training wage follows the same ramp as the teen wage and is in place for the first 90-days.
- Remove tax credit lessening impact on state budget.

## **ADVANTAGES**

1. Recognizes significant economic diversity of state.
2. Lessens budget impact.
3. Gives Governor's office and Assembly better opportunity to manage the significant impact on the budget.
4. Gives other entities (human service providers, elementary and secondary schools, higher education institutions, local governments, park districts, etc.) better opportunity to manage the significant impact on their budgets.
5. Better than a county approach (like prevailing wage) and better to have a predictable schedule set in statute rather than abdicating to IDOL or another Department to determine a wage increase.

## **PHASE-IN APPROACH**

New York State took this approach. Applied to Illinois, it could look like this:

City of Chicago			YEAR	18+	Teen/Training
YEAR	18+	Teen/Training	1/1/2020	\$ 8.93	\$ 8.28
1/1/2021	\$ 13.40	\$ 8.10	1/1/2021	\$ 9.60	\$ 8.80
1/1/2022	\$ 13.80	\$ 9.25	1/1/2022	\$ 10.28	\$ 9.33
1/1/2023	\$ 14.20	\$ 10.50	1/1/2023	\$ 10.95	\$ 9.85
1/1/2024	\$ 14.60	\$ 12.00	1/1/2024	\$ 11.63	\$ 10.38
1/1/2025	\$ 15.00	\$ 13.00	1/1/2025	\$ 12.30	\$ 10.90
			1/1/2026	\$ 12.98	\$ 11.43
			1/1/2027	\$ 13.65	\$ 11.95
			1/1/2028	\$ 14.33	\$ 12.48
			1/1/2029	\$ 15.00	\$ 13.00

- Remove tax credit lessening impact on state budget.
- The few cities/villages that opted-in to Cook County's \$13.00 ordinance would be required to follow the state's phase-in until it gets to \$15.00.

## **ADVANTAGES**

1. Provides some recognition of the significant economic diversity of Illinois.
2. Provides some benefit to every employer including those in the city of Chicago (A-C).
3. Gives employers in the suburbs and downstate same consideration that Chicago employers will have been afforded (i.e. 10-year phase-in).
4. Gives Governor's office and Assembly better opportunity to manage the significant impact on the budget.
5. Gives other entities (human service providers, elementary and secondary schools, higher education institutions, local governments, park districts, etc.) better opportunity to manage the significant impact on their budgets.