

# Tompkins County Workers' Center Living Wage Certification

Name of Business or Non-Profit: **Town of Caroline**  
Contact Person and Title: **Mark Witmer, Supervisor**  
Address: **2668 Slaterville Road, PO Box 136, Slaterville Springs, NY 14881**  
Phone Number: **607 539-3395** Email: **supervisor@townofcaroline.org** Website: **TownofCaroline.org**

Endorsement of Living Wage:

I, **Mark Witmer, Supervisor of the Town of Caroline**, endorse the idea that no one working full-time should earn less than a living wage. A living wage is the amount of income and resources (such as health insurance) needed for an individual or family to meet its basic needs without public or private assistance.

Questions for Your Business or Non-Profit:

Are all current non-probationary regular full and part time employees paid at least \$15.11/hr? (See below for exceptions \*\* or potential offsets) If including tipped employees, do tips plus wages received from employer average at least \$15.11/hr for all employees, on a weekly basis?

**Yes, beginning January 1<sup>st</sup>, 2018 with next budget year.**

How many regular full-time employees do you have and what counts as full-time? **4 (expecting one more by year's end)**  
**Full-time = 40 hrs/week.**

How many part-time employees do you have? **4**

If you pay less than \$15.11/hour but feel you still should be considered as a Living Wage Employer because the value of your benefits represent a significant cost saving to employees (reducing the cost of satisfying basic needs), please feel free to elaborate. Please list other significant employee benefits (i.e. health insurance) that you provide and that you feel should be considered. Use other sheet if needed.

## Complete this section only if your enterprise employs tipped workers.

How are weekly averages of tips plus wages received from employer monitored? If some amount of the tips are cash, please describe how this is monitored?

Employer records      Credit card records      Other \_\_\_\_\_

If tipped employees do not receive enough tips over the course of a week to total the hourly living wage rates of \$15.11 per hour, are they paid additional wages that week to make up the difference?      Yes      No

Would you like to add any other information that might be relevant to this application for acknowledgement as a Living Wage Business?

Did you raise wages or benefits in order to qualify for the TCWC Living Wage Employer Certification Program?

Yes     No

Is your company willing to share information regarding increases to wages or benefits with TCWC for use in Living Wage analysis?     Yes     No

Signature:

Date: October 7, 2017

TC Workers' Center, 115 E. Martin Luther King, Jr. Street, Ithaca, NY 14850  
[www.TCWorkersCenter.org/employer/](http://www.TCWorkersCenter.org/employer/) 607-269-0409

\*\*Exceptions: May pay a wage that is less than the living wage to youth employed during the summer; to part-time employees who are under 18 years old; to employees who are in a probationary status (limited to 3 months); to employees who are hired on a temporary basis (limited to 3 months); to employees and volunteers paid by others.