

Still
STRUGGLING
to Make Ends Meet

Washington State Living Wage Report, 2018-2019

By Allyson Fredericksen
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ABOUT THE AUTHOR

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Allyson has produced state and national reports on living wage standards, student debt, Medicaid expansion, women's access to healthcare, and the foreclosure crisis. Her research has been featured in local and national media outlets including the New Yorker, Bloomberg BNA, the Huffington Post, Seattle Times, Puget Sound Business Journal, Portland Business Journal, and more. Allyson holds an M.A. in Policy Studies from the University of Washington with a focus on safety net and racial justice issues. Her additional experience includes advocacy for increased affordable housing and a strengthened safety net, and research on training outcomes for child care workers in Washington State.

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The Job Gap Economic Prosperity series examines the ability of working families to move beyond living paycheck-to-paycheck in today's economy, seeking to understand both the barriers keeping families from achieving economic prosperity and what actions policymakers can take to help families and communities thrive.

A LIVING WAGE IN WASHINGTON STATE

More than 10 years after the Great Recession the economy has grown steadily with the longest economic expansion in US history, but workers in Washington State and across the country continue to face difficulties making ends meet. As noted by the Center on Budget and Policy Priorities, typical workers' earnings grew only modestly for most of the past 10 years and the "upward trend in earnings growth for all employees stalled in 2019." Although average wages in Washington have grown more over since the Great Recession than the national average, wages for most workers have still not kept pace with the cost of living, including home care workers.

WHAT IS A LIVING WAGE?

A living wage is one that allows families to meet their basic needs, without public assistance, and that provides them some ability to deal with emergencies and plan ahead. It is not a poverty or survival wage.

In this report, living wages are calculated on the basis of family budgets for several household types. Family budgets include basic necessities, such as food, housing, utilities, transportation, health care, child care, clothing and other personal items, savings, and state and federal taxes. This assumes full-time work on a year-round basis, at 2,080 hours per year.

More information on living wage calculations is included in the Technical Notes section at the end of this report.

In Washington State, the statewide living wage for a single adult in 2018 was \$18.01 per hour.¹ In 2019, the living wage for a single adult was \$18.78 per hour, or \$39,065 per year. This is nearly \$2.00 above the average wage of \$16.99² per hour for home care workers in the state.

For working families with children, the cost of living is even greater. Statewide, a single adult with two children must be paid \$36.89 per hour or more to make ends meet, based on 2019 data. Even in a two-parent family with two children, where both parents are working, each parent needs to be paid at least \$22.32 per hour to meet all of their family's needs.

- 1 This report primarily focuses on 2019 living wage figures, with 2018 figures included in some sections as additional data points. As in previous years, the cost of living increased between 2018 and 2019. Detailed 2018 living wage tables for Washington State, King County, Snohomish County, Spokane County, and Yakima County are included at the end of this report.
- 2 \$16.99 represents the projected average wage for Washington home care workers during the second half of 2020, and is used throughout this report as the average home care provider wage.

2019 LIVING WAGE TABLE: WASHINGTON STATE

WASHINGTON 2019 Monthly Family Budgets	Household 1: Single adult	Household 2: Single adult with a school- age child (age 6-8 yrs)	Household 3: Single adult with a toddler (12-24 months) and a school- age child (6-8yrs)	Household 4: Two adults (one of whom is working) with a toddler and a school- age child	Household 5: Two adults (both of whom are working) with a toddler and a school age child
Food	\$209.63	\$402.42	\$529.88	\$771.50	\$771.50
Housing & Utilities	\$1,169.29	\$1,444.69	\$1,444.69	\$1,444.69	\$1,444.69
Transportation	\$530.24	\$492.17	\$549.26	\$1,177.42	\$1,233.09
Health Care	\$133.01	\$284.03	\$405.19	\$455.76	\$455.76
Household, Clothing, & Per- sonal (18%)	\$510.54	\$655.83	\$732.25	\$962.34	\$976.26
Savings (10%)	\$283.63	\$364.35	\$406.81	\$534.64	\$542.37
Child Care	\$0.00	\$492.79	\$1,637.06	\$0.00	\$1,637.06
State/Federal Taxes (annually)	\$5,028.52	\$5,494.20	\$8,276.65	\$5,292.90	\$8,132.51
Gross income needed per working adult (monthly)	\$3,255.38	\$4,594.12	\$6,394.87	\$5,787.42	\$3,869.22
Gross income needed per working adult (annually)	\$39,064.61	\$55,129.49	\$76,738.40	\$69,449.10	\$46,430.65
Living Wage per working adult (hourly)	\$18.78	\$26.50	\$36.89	\$33.39	\$22.32

Average wages for home care workers do not allow working families to make ends meet. The state's average home care provider wage of \$16.99 per hour provides only 46 percent of the statewide living wage for a single adult with two children, requiring such a worker to work 86.9 hours to be paid the equivalent of a living wage.

LIVING WAGES ACROSS THE STATE

In counties in eastern, central, and western Washington, single adults and working families must work long hours at the average home care worker wage to make ends meet.

Hours at Average Wage for Home Care Workers to be Paid the Equivalent of a 2019 Living Wage in Washington State				
Area	Single Adult		Single Adult with Two Children	
	Living Wage	Hours Per Week Needed at Average Wage for Home Care Workers	Living Wage	Hours Per Week Needed at Average Wage for Home Care Workers
Statewide	\$18.78	44.2	\$36.89	86.9
King County	\$22.70	53.4	\$45.44	107.0
Snohomish County	\$22.70	53.4	\$42.78	100.7
Spokane County	\$14.31	33.7	\$29.33	69.0
Yakima County	\$14.00	33.0	\$27.65	65.1

This report provides county-level findings for four counties in Washington State: King County, Snohomish County, Spokane County, and Yakima County. In none of the counties profiled does the statewide average wage for home care workers provide enough for a single adult with two children to make ends meet.

2019 LIVING WAGE TABLE: KING COUNTY

KING COUNTY 2019 Monthly Family Budgets	Household 1: Single adult	Household 2: Single adult with a school- age child (age 6-8 yrs)	Household 3: Single adult with a toddler (12-24 months) and a school- age child (6-8yrs)	Household 4: Two adults (one of whom is working) with a toddler and a school-age child	Household 5: Two adults (both of whom are working) with a toddler and a school age child
Food	\$209.63	\$402.42	\$529.88	\$771.50	\$771.50
Housing & Utilities	\$1,590.81	\$1,932.81	\$1,932.81	\$1,932.81	\$1,932.81
Transportation	\$530.24	\$492.17	\$549.26	\$1,177.42	\$1,233.09
Health Care	\$133.01	\$284.03	\$405.19	\$455.76	\$455.76
Household, Clothing, & Per- sonal (18%)	\$615.92	\$777.86	\$854.28	\$1,084.37	\$1,098.29
Savings (10%)	\$342.18	\$432.14	\$474.60	\$602.43	\$610.16
Child Care	\$0.00	\$573.83	\$2,101.92	\$0.00	\$2,101.92
State/Federal Taxes (annually)	\$6,152.40	\$7,987.70	\$12,339.82	\$6,887.59	\$10,826.67
Gross income needed per working adult (monthly)	\$3,934.48	\$5,560.90	\$7,876.26	\$6,598.26	\$4,552.87
Gross income needed per working adult (annually)	\$47,213.80	\$66,730.83	\$94,515.08	\$79,179.06	\$54,634.49
Living Wage per working adult (hourly)	\$22.70	\$32.08	\$45.44	\$38.07	\$26.27

The living wage for a single adult in King County in 2018 was \$22.21 per hour; in 2019, it rose to \$22.70 per hour. This reflects what is needed to meet basic needs and maintain some ability to deal with emergencies and plan ahead. The living wage for a single adult with two children in 2019 is \$45.44 per hour. Average wages for home care workers do not allow working families to make ends meet. The state's average home care provider wage of \$16.99 per hour provides only 37 percent of a living wage for a single adult with two children in King County, requiring such a worker to work 107 hours to be paid the equivalent of a living wage.

2019 LIVING WAGE TABLE: SNOHOMISH COUNTY

SNOHOMISH COUNTY 2019 Monthly Family Budgets	Household 1: Single adult	Household 2: Single adult with a school-age child (age 6-8 yrs)	Household 3: Single adult with a toddler (12-24 months) and a school-age child (6-8yrs)	Household 4: Two adults (one of whom is working) with a toddler and a school-age child	Household 5: Two adults (both of whom are working) with a toddler and a school age child
Food	\$209.63	\$402.42	\$529.88	\$771.50	\$771.50
Housing & Utilities	\$1,590.81	\$1,932.81	\$1,932.81	\$1,932.81	\$1,932.81
Transportation	\$530.24	\$492.17	\$549.26	\$1,177.42	\$1,233.09
Health Care	\$133.01	\$284.03	\$405.19	\$455.76	\$455.76
Household, Clothing, & Personal (18%)	\$615.92	\$777.86	\$854.28	\$1,084.37	\$1,098.29
Savings (10%)	\$342.18	\$432.14	\$474.60	\$602.43	\$610.16
Child Care	\$0.00	\$519.97	\$1,746.55	\$0.00	\$1,746.55
State/Federal Taxes (annually)	\$6,152.40	\$7,795.81	\$11,078.37	\$6,887.59	\$9,990.23
Gross income needed per working adult (monthly)	\$3,934.48	\$5,491.05	\$7,415.77	\$6,598.26	\$4,340.34
Gross income needed per working adult (annually)	\$47,213.80	\$65,892.59	\$88,989.28	\$79,179.06	\$52,084.09
Living Wage per working adult (hourly)	\$22.70	\$31.68	\$42.78	\$38.07	\$25.04

The living wage for a single adult in Snohomish County in 2018 was \$22.21 per hour; in 2019, it rose to \$22.70 per hour. This reflects what is needed to meet basic needs and maintain some ability to deal with emergencies and plan ahead. The living wage for a single adult with two children in 2019 is \$42.78 per hour. Average wages for home care workers do not allow working families to make ends meet. The state's average home care provider wage of \$16.99 per hour provides only 40 percent of a living wage for a single adult with two children in Snohomish County, requiring such a worker to work 100.7 hours to be paid the equivalent of a living wage.

2019 LIVING WAGE TABLE: SPOKANE COUNTY

SPOKANE COUNTY 2019 Monthly Family Budgets	Household 1: Single adult	Household 2: Single adult with a school-age child (age 6-8 yrs)	Household 3: Single adult with a toddler (12-24 months) and a school-age child (6-8yrs)	Household 4: Two adults (one of whom is working) with a toddler and a school-age child	Household 5: Two adults (both of whom are working) with a toddler and a school age child
Food	\$209.63	\$402.42	\$529.88	\$771.50	\$771.50
Housing & Utilities	\$702.81	\$918.81	\$918.81	\$918.81	\$918.81
Transportation	\$530.24	\$492.17	\$549.26	\$1,177.42	\$1,233.09
Health Care	\$133.01	\$284.03	\$405.19	\$455.76	\$455.76
Household, Clothing, & Personal (18%)	\$393.92	\$524.36	\$600.78	\$830.87	\$844.79
Savings (10%)	\$218.85	\$291.31	\$333.77	\$461.60	\$469.33
Child Care	\$0.00	\$445.69	\$1,356.37	\$0.00	\$1,356.37
State/Federal Taxes (annually)	\$3,504.00	\$3,481.73	\$4,675.28	\$3,566.89	\$5,746.14
Gross income needed per working adult (monthly)	\$2,480.45	\$3,648.93	\$5,083.66	\$4,913.20	\$3,264.24
Gross income needed per working adult (annually)	\$29,765.40	\$43,787.12	\$61,003.93	\$58,958.36	\$39,170.92
Living Wage per working adult (hourly)	\$14.31	\$21.05	\$29.33	\$28.35	\$18.83

The living wage for a single adult in Spokane County in 2018 was \$13.80 per hour; in 2019, it rose to \$14.31 per hour. This reflects what is needed to meet basic needs and maintain some ability to deal with emergencies and plan ahead. The living wage for a single adult with two children in 2019 is \$29.33 per hour. Average wages for home care workers do not allow working families to make ends meet. The state's average home care provider wage of \$16.99 per hour provides only 58 percent of a living wage for a single adult with two children in Spokane County, requiring such a worker to work 69 hours to be paid the equivalent of a living wage.

2019 LIVING WAGE TABLE: YAKIMA COUNTY

YAKIMA COUNTY 2019 Monthly Family Budgets	Household 1: Single adult	Household 2: Single adult with a school- age child (age 6-8 yrs)	Household 3: Single adult with a toddler (12-24 months) and a school- age child (6-8yrs)	Household 4: Two adults (one of whom is working) with a toddler and a school-age child	Household 5: Two adults (both of whom are working) with a toddler and a school age child
Food	\$209.63	\$402.42	\$529.88	\$771.50	\$771.50
Housing & Utilities	\$670.81	\$870.81	\$870.81	\$870.81	\$870.81
Transportation	\$530.24	\$492.17	\$549.26	\$1,177.42	\$1,233.09
Health Care	\$133.01	\$284.03	\$405.19	\$455.76	\$455.76
Household, Clothing, & Per- sonal (18%)	\$385.92	\$512.36	\$588.78	\$818.87	\$832.79
Savings (10%)	\$214.40	\$284.64	\$327.10	\$454.93	\$462.66
Child Care	\$0.00	\$405.82	\$1,198.16	\$0.00	\$1,198.16
State/Federal Taxes (Annually)	\$3,397.40	\$3,019.12	\$3,874.41	\$3,409.49	\$5,215.27
Gross income needed per working adult (monthly)	\$2,427.12	\$3,503.84	\$4,792.04	\$4,833.41	\$3,129.68
Gross income needed per working adult (annually)	\$29,125.47	\$42,046.03	\$57,504.53	\$58,000.96	\$37,556.22
Living Wage per working adult (hourly)	\$14.00	\$20.21	\$27.65	\$27.89	\$18.06

The living wage for a single adult in Yakima County in 2018 was \$14.00 per hour; in 2019, it rose by \$13.27 annually, effectively remaining the same at \$14.00 per hour. This reflects what is needed to meet basic needs and maintain some ability to deal with emergencies and plan ahead. The living wage for a single adult with two children in 2019 is \$27.65 per hour. Average wages for home care workers do not allow working families to make ends meet. The state's average home care provider wage of \$16.99 per hour provides only 61 percent of a living wage for a single adult with two children in Yakima County, requiring such a worker to work 65.1 hours to be paid the equivalent of a living wage.

WHAT HAPPENS WHEN FAMILIES ARE NOT PAID A LIVING WAGE?

When workers are not paid a living wage, they must make tough choices with long-lasting consequences. If they are physically able, they may work extra hours to make up the difference, sacrificing their time and well-being in order to make ends meet. Otherwise, they must cut back on necessities, like skipping doctors' appointments or going with fewer meals, and do away with any savings or emergency funds, hoping that nothing goes wrong. All options for low-wage workers have a negative impact on workers, families, and communities.

It is impossible for working families to make ends meet when paid the average wage for home care workers in Washington State, including in eastern, western, and central Washington, without cutting back on essentials or working extra hours.

At a minimum, working a full-time job should ensure financial security; unless it does, workers and their families will continue to pay the cost.

TECHNICAL NOTES

Given limitations in the available data and continuity of data sets, this study updates the previous Job Gap Economic Prosperity Series living wage calculations as closely as possible using 2018 and 2019 data. Where current data were not available, data for the closest year available were adjusted for inflation to reflect 2018 and/or 2019 dollars.

The primary living wage figures in this report reflect the calculated living wage for 2019, with 2018 figures provided in the Appendix as additional data points.

Family Living Wage Budgets

A living wage is a wage that provides enough for a household to meet its basic needs and have money for savings and miscellaneous personal and household expenses without government subsidy. For this study, a modified market basket approach was used. Household budgets, upon which living wages are based, include:

- Food;
- Housing and utilities;
- Transportation;
- Health care;
- Child care;
- Household, clothing, and personal items;
- Savings; and
- State and federal taxes

Household Assumptions

Household types are selected to reflect the range of budget requirements for five household types:

- Single adult
- Single adult with one child between the ages of 6 and 8
- Single adult with two children, one between the ages of 6 and 8 and the other between the ages of 1 and 2
- Two adults including one wage earner, with two children, one between the ages of 6 and 8 and the other between the ages of 1 and 2
- Two adults, both wage earners, with two children, one between the ages of 6 and 8 and the other between the ages of 1 and 2

Population

In order to weight costs that vary by county in calculating a statewide living wage, county population estimates from the U.S. Census Bureau are used. The most recent population estimates available were for 2018; therefore, the same population assumptions were used in calculating both 2018 and 2019 living wages.

Food

Food costs are derived from the “Low Cost Food Plan” in the U.S. Department of Agriculture’s (USDA) monthly report “Cost of Food at Home: U.S. Average at Four Cost Levels.” Food costs are based on an annual average of monthly food costs.

The Low Cost Food plan values are based on food expenditures by the 25th to 50th percentiles of the U.S. population, as determined in the National Household Food Consumption Survey. This plan is 25-50 percent higher than the “Thrifty Food Plan,” which is used as the basis for food stamp allocations and federal poverty benchmarks. The Thrifty Plan was not used because nutritionists consider it to be nutritionally inadequate on a long-term basis. The Low Cost Plan is based on the assumption that all food is prepared at home.

Households are calculated based on the following: Single Adult HH1 (20-50 year old woman); Single Adult with Child HH2 (20-50-year-old woman and 6-8-year-old child); Single Adult with two children HH3 (20-50-year-old woman, 6-8-year-old child, and 1- to 2-year-old child); HH4 and HH5 are calculated with one woman 20-50 years old, one man 20-50 years old, one 6-8-year-old child, and a 1-2-year-old child.

Housing and Utilities

Housing and utilities costs are derived from U.S. Department of Housing and Urban Development (HUD) Fair Market Rents and information provided by CenturyLink.

Fair Market Rent data are provided at a county level. Fair Market Rents are gross rent and utilities estimates “that would be needed to rent privately owned, decent, safe, and sanitary rental housing of a modest (non-luxury) nature with suitable amenities.” They include shelter rent plus the cost of all utilities, except telephones. HUD sets Fair Market Rents at the 40th percentile (in other words, 40 percent of the standard quality rental housing units are at or below this cost, but 60 percent cost more than this figure). The 40th percentile rent is drawn from the distribution of rents of all units occupied by renter households who moved to their present residence within the past 15 months. Public housing units and units less than 2 years old are excluded. It is assumed that families with one or two children will rent a two-bedroom unit, and that a single adult household will rent a one-bedroom unit.

Affordable housing is typically defined as less than 30 percent of a household’s annual income. Households that spend more than this are considered “cost burdened” and may have difficulty affording other necessities.

The cost of basic service for unlimited local calls, with no call waiting, voice messaging, or other extras was determined based on the rates from CenturyLink. The estimate does not include any long distance calls. The basic phone cost was added to the weighted average Fair Market Rent to determine the whole cost of rent and utilities for the state.

Housing and utilities does not include the cost of Internet, television service, cell phones, or other optional utilities. While many families do include the costs of these in their utilities budget, and may rely on them more than in the past, for the purposes of this study these are considered optional expenses so are not included in this report.

Transportation

Transportation costs are derived using the 2017 National Household Travel Survey from the U.S. Department of Transportation (DOT) and 2018 and 2019 Internal Revenue Service (IRS) “Standard Mileage Rates” as an approximate cost for automobile travel for the two years included in this study.

The transportation component of the family budget is based on the cost of maintaining a private vehicle, and the National Household Travel Survey provides data on the annual vehicle miles of travel. The mileage totals are adjusted for the number of adults, workers and persons in each household. The number of annual vehicle miles traveled per household was then multiplied by the IRS standard mileage reimbursement rate for the year of the study which accounts for vehicle cost, insurance, gasoline, repairs, depreciation, and vehicle registration fees.

Health Care

Health care expenses include insurance premiums as well as the out-of-pocket costs not covered by insurance. Estimates of health care expenditures are prepared for families that are covered by employer-sponsored insurance. While many families now purchase health insurance through state or federal exchanges, this report assumes that a living wage includes employer-sponsored insurance.

Workers who earn low wages are far more likely than higher-wage earners to contribute a large share of their income to their health insurance premiums. Additionally, low-wage workers are much less likely than higher-wage earners to work in companies that offer health insurance to their employees. In 2016 in the U.S., 49 percent of the population had employer-based insurance, 7 percent purchased private, individual health insurance, 19 percent were covered by Medicaid, 14 percent were covered by Medicare, 2 percent were covered by through military or Veterans Administration benefits, and 9 percent were uninsured.^v

- **Employer-Sponsored Insurance:**

Average employee contributions to employer-sponsored insurance premiums were obtained for each state from the Insurance Component Tables of the 2018 Medical Expenditure Panel Survey (MEPS). Although MEPS contains some information about co-payments and deductibles, it does not provide detailed information about the typical package of health benefits.

- **Out-of-Pocket Costs:**

Out-of-pocket costs represent the medical expenses that are not covered by an insurance policy and are instead paid by the individual or their family for health care received. To arrive at a total figure for health care costs, an average value for out-of-pocket expenses was added to the family share of insurance premiums. Out-of-pocket costs are based upon figures from the 2014 MEPS Household Medical Expenditure Tables, which can be modified to produce specific out-of-pocket data by age and geographic region. Out-of-pocket costs for those purchasing private insurance and those buying into employer-sponsored health insurance are calculated using the same methods.

Child Care

Child care expenses are based on the assumption that all single-parent households and households with two working parents require child care services. Estimates are derived from market rate surveys conducted by state welfare agencies. Because the federal government and most states subsidize child care for low-income families up to the 75th percentile — the statewide child care rate at which 75 percent of child care slots may be purchased — state-level data are typically available and are used for these estimates.

The costs of the various types of child care are averaged for each county, weighted by that county's population, and summed to produce a weighted average for the cost of child care in each state. The most recent Market Rate Survey for Washington was published in 2018. As such, figures were adjusted for inflation from the 2018 data.

Realizing that school-age children do not attend child care full-time during the school year, school-age children are assumed to attend half-time for 9 months of the year and full-time for 3 months. In the two-parent household with only one parent working, it is assumed that child care is not necessary. So, in Household 1 (single adult) and Household 4 (two parents, two children, with only one working parent), child care costs are \$0.

Household, Clothing, and Personal Items

Household, clothing, and personal spending estimates are derived from the Consumer Expenditure Survey (CES) and are calculated as a fixed percentage of total household spending minus child care and taxes. Spending on these items, as a proportion of total income, is consistent across income categories. No detailed expenditures or needs-based estimates are available for these budget categories. A total percentage of 18 percent for this item is used in the household budget, based on the 1998 CES estimates. It is essential to use a percentage for household, clothing, and personal expenditures that is fixed over time. The first year of the Job Gap study was based on CES data from 1998. We believe that data from that year fairly represent household costs, and we have used the same proportions for subsequent years of this study. As defined by the CES:

1. Household costs include laundry and cleaning supplies, stationery supplies and postage, household linens (towels, sheets, etc.), sewing materials, furniture, floor coverings, major appliances, miscellaneous house wares (small appliances, plates, etc.), and other items needed to operate and maintain a household. Household costs are estimated at five percent.
2. Clothing and personal costs include clothing, personal care products, reading materials, and other personal expenses. Clothing and personal costs are estimated at six percent.
3. Recreation and entertainment costs include fees for participant sports, admissions to sporting events, movies and video rentals, TV/sound equipment, music, pets, toys, and other entertainment expenses. Entertainment costs are estimated at five percent.
4. Miscellaneous costs include items not covered in the above categories such as school supplies, bank fees, and credit card finance charges. Miscellaneous costs are estimated at 2 percent.

Savings

The American Savings Education Council (ASEC) has developed a formula for estimating the percentage of household income that families should save. This study assumes that workers are not enrolled in employer-sponsored retirement plans, given that only 33 percent of workers have access to an employer-sponsored retirement plan.

When applied to households in our study, the recommendation is that families should save between seven and 13 percent of household income for retirement. Using the lower estimate of seven percent, an additional three percent was added to cover emergencies and allow families to plan ahead. Savings rates are set at 10 percent of spending minus child care and taxes.

Taxes

Taxes include federal taxes (including child care credits and the Earned Income Tax Credit), payroll taxes (Social Security and Medicare), and state income taxes where applicable. Property taxes are not included here because they are accounted for in housing (rental) costs, though rental credits are included where applicable. State and local sales taxes are not added to the income tax figure because they are already reflected in the cost of food, transportation, and household costs.

The total living wage budget before taxes is assumed to represent each household's annual income when calculating taxes. Federal and state income tax returns are prepared for each household using software from H&R Block. Employment taxes are calculated at 7.65 percent of earned income (6.2 percent for Social Security, 1.45 percent for Medicare). For federal taxes it is assumed that families use the standard deduction and that there is no source of outside income. Where appropriate, deductions are made for applicable child care and EITC benefits, including the \$600 per child credit. Once the tax amount is calculated, it is added to each family's monthly budget to determine the total living wage.

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APPENDIX: 2018 LIVING WAGE TABLES

WASHINGTON 2018 Monthly Family Budgets	Household 1: Single adult	Household 2: Single adult with a school- age child (age 6-8 yrs)	Household 3: Single adult with a toddler (12-24 months) and a school- age child (6-8yrs)	Household 4: Two adults (one of whom is working) with a toddler and a school-age child	Household 5: Two adults (both of whom are working) with a toddler and a school age child
Food	\$207.90	\$399.18	\$524.67	\$764.45	\$764.45
Housing & Utilities	\$1,125.79	\$1,395.99	\$1,395.99	\$1,395.99	\$1,395.99
Transportation	\$498.24	\$462.47	\$516.12	\$1,106.36	\$1,158.68
Health Care	\$128.41	\$274.20	\$391.17	\$439.99	\$439.99
Household, Clothing, & Per- sonal (18%)	\$490.09	\$632.96	\$706.99	\$926.70	\$939.78
Savings (10%)	\$272.27	\$351.65	\$392.77	\$514.83	\$522.10
Child Care	\$0.00	\$478.89	\$1,590.91	\$0.00	\$1,590.91
State/Federal Taxes (annually)	\$4,790.88	\$5,188.46	\$7,735.16	\$4,878.34	\$7,598.64
Gross income needed per working adult (monthly)	\$3,121.94	\$4,427.72	\$6,163.20	\$5,554.86	\$3,722.56
Gross income needed per working adult (annually)	\$37,463.28	\$53,132.62	\$73,958.45	\$66,658.31	\$44,670.68
Living Wage per working adult (hourly)	\$18.01	\$25.54	\$35.56	\$32.05	\$21.48

KING COUNTY 2018 Monthly Family Budgets	Household 1: Single adult	Household 2: Single adult with a school- age child (age 6-8 yrs)	Household 3: Single adult with a toddler (12-24 months) and a school- age child (6-8yrs)	Household 4: Two adults (one of whom is working) with a toddler and a school-age child	Household 5: Two adults (both of whom are working) with a toddler and a school age child
Food	\$207.90	\$399.18	\$524.67	\$764.45	\$764.45
Housing & Utilities	\$1,563.19	\$1,912.19	\$1,912.19	\$1,912.19	\$1,912.19
Transportation	\$498.24	\$462.47	\$516.12	\$1,106.36	\$1,158.68
Health Care	\$128.41	\$274.20	\$391.17	\$439.99	\$439.99
Household, Clothing, & Per- sonal (18%)	\$599.44	\$762.01	\$836.04	\$1,055.75	\$1,068.83
Savings (10%)	\$333.02	\$423.34	\$464.46	\$586.53	\$593.79
Child Care	\$0.00	\$557.66	\$2,042.66	\$0.00	\$2,042.66
State/Federal Taxes (annually)	\$6,224.25	\$7,742.39	\$11,887.89	\$6,568.66	\$10,358.37
Gross income needed per working adult (monthly)	\$3,848.89	\$5,436.26	\$7,677.96	\$6,412.67	\$4,421.89
Gross income needed per working adult (annually)	\$46,186.67	\$65,235.11	\$92,135.56	\$76,952.04	\$53,062.74
Living Wage per working adult (hourly)	\$22.21	\$31.36	\$44.30	\$37.00	\$25.51

SNOHOMISH COUNTY 2018 Monthly Family Budgets	Household 1: Single adult	Household 2: Single adult with a school-age child (age 6-8 yrs)	Household 3: Single adult with a toddler (12-24 months) and a school-age child (6-8yrs)	Household 4: Two adults (one of whom is working) with a toddler and a school-age child	Household 5: Two adults (both of whom are working) with a toddler and a school age child
Food	\$207.90	\$399.18	\$524.67	\$764.45	\$764.45
Housing & Utilities	\$1,563.19	\$1,912.19	\$1,912.19	\$1,912.19	\$1,912.19
Transportation	\$498.24	\$462.47	\$516.12	\$1,106.36	\$1,158.68
Health Care	\$128.41	\$274.20	\$391.17	\$439.99	\$439.99
Household, Clothing, & Personal (18%)	\$599.44	\$762.01	\$836.04	\$1,055.75	\$1,068.83
Savings (10%)	\$333.02	\$423.34	\$464.46	\$586.53	\$593.79
Child Care	\$0.00	\$505.31	\$1,697.31	\$0.00	\$1,697.31
State/Federal Taxes (Annually)	\$6,224.25	\$7,562.28	\$10,668.84	\$6,568.66	\$9,542.32
Gross income needed per working adult (monthly)	\$3,848.89	\$5,368.91	\$7,231.03	\$6,412.67	\$4,215.22
Gross income needed per working adult (annually)	\$46,186.67	\$64,426.88	\$86,772.39	\$76,952.04	\$50,582.65
Living Wage per working adult (hourly)	\$22.21	\$30.97	\$41.72	\$37.00	\$24.32

SPOKANE COUNTY 2018 Monthly Family Budgets	Household 1: Single adult	Household 2: Single adult with a school- age child (age 6-8 yrs)	Household 3: Single adult with a toddler (12-24 months) and a school- age child (6-8yrs)	Household 4: Two adults (one of whom is working) with a toddler and a school-age child	Household 5: Two adults (both of whom are working) with a toddler and a school age child
Food	\$207.90	\$399.18	\$524.67	\$764.45	\$764.45
Housing & Utilities	\$686.19	\$901.19	\$901.19	\$901.19	\$901.19
Transportation	\$498.24	\$462.47	\$516.12	\$1,106.36	\$1,158.68
Health Care	\$128.41	\$274.20	\$391.17	\$439.99	\$439.99
Household, Clothing, & Per- sonal (18%)	\$380.19	\$509.26	\$583.29	\$803.00	\$816.08
Savings (10%)	\$211.21	\$282.92	\$324.05	\$446.11	\$453.38
Child Care	\$0.00	\$433.13	\$1,318.13	\$0.00	\$1,318.13
State/Federal Taxes (annually)	\$3,347.90	\$3,208.70	\$4,323.60	\$3,257.61	\$5,338.08
Gross income needed per working adult (monthly)	\$2,391.14	\$3,529.75	\$4,918.91	\$4,732.58	\$3,148.37
Gross income needed per working adult (annually)	\$28,693.65	\$42,357.05	\$59,026.90	\$56,790.99	\$37,780.41
Living Wage per working adult (hourly)	\$13.80	\$20.36	\$28.38	\$27.30	\$18.16

YAKIMA COUNTY 2018 Monthly Family Budgets	Household 1: Single adult	Household 2: Single adult with a school- age child (age 6-8 yrs)	Household 3: Single adult with a toddler (12-24 months) and a school- age child (6-8yrs)	Household 4: Two adults (one of whom is working) with a toddler and a school-age child	Household 5: Two adults (both of whom are working) with a toddler and a school age child
Food	\$207.90	\$399.18	\$524.67	\$764.45	\$764.45
Housing & Utilities	\$707.19	\$906.19	\$906.19	\$906.19	\$906.19
Transportation	\$498.24	\$462.47	\$516.12	\$1,106.36	\$1,158.68
Health Care	\$128.41	\$274.20	\$391.17	\$439.99	\$439.99
Household, Clothing, & Per- sonal (18%)	\$385.44	\$510.51	\$584.54	\$804.25	\$817.33
Savings (10%)	\$214.13	\$283.62	\$324.74	\$446.81	\$454.07
Child Care	\$0.00	\$394.38	\$1,164.38	\$0.00	\$1,164.38
State/Federal Taxes (annually)	\$3,416.45	\$3,051.30	\$3,793.07	\$3,275.36	\$4,992.54
Gross income needed per working adult (monthly)	\$2,426.02	\$3,484.83	\$4,727.89	\$4,741.01	\$3,060.57
Gross income needed per working adult (annually)	\$29,112.20	\$41,817.99	\$56,734.70	\$56,892.08	\$36,726.81
Living Wage per working adult (hourly)	\$14.00	\$20.10	\$27.28	\$27.35	\$17.66

The Job Gap

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