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MEMO TO: Dana Connors, President, Maine State Chamber of Commerce
FROM: Michael LeVert, Stepwise Data Research
RE: Financial Impact Analysis of Select Policy Proposals
DATE: May 6, 2019

This memo addresses the potential financial impact of several legislative proposals recently passed or currently being considered by the Maine legislature. An analytical model was developed to estimate the financial impact of the following initiatives on Maine businesses:

1. The minimum wage increase from $11 to $12 scheduled for January 1st, 2020.[i]
2. A proposal to require companies of 10 employees or more to provide paid sick time for eligible employees at the rate of 1 hour for every 40 hours worked.[ii]
3. A proposal to increase the annual salary level at which employees become exempt from overtime pay to $55,224 in 2022, from roughly $33,000 today.[iii]
4. A proposal to eliminate the cap on weekly indemnity benefits for workers compensation.[iv]
5. A proposal to establish an annual cost of living adjustment for total and partial incapacity benefits under workers compensation.[v]

The analytical model estimates the impact on employment costs for employers with various exposure levels to each of the policies listed above, first in isolation, and then if all the initiatives were to become law. As such, it presents a range of potential financial impacts on employers. It is not the purpose of this analysis to predict the impact these measures would have on the average or typical company, or on the Maine economy as a whole; in fact, absent a comprehensive survey to Maine businesses, that is not possible. Rather, the scenarios selected below are presented to provide lower and upper bounds of impacts across a broad swath of Maine employers.

Summary of Findings

There is considerable variation in the impact the five policies will have on employers' costs, depending primarily on an employer's unique exposure to the policies. The projected cumulative increase in employment costs (that is, if all the proposals became law) could be as low as 0.5% for companies with no employees earning the minimum wage or newly eligible for overtime pay. On the other hand, the projected cost impact could exceed 15% for a company with all its employees affected by the overtime proposal.

As a group, smaller employers will experience higher cumulative impacts than larger employers for the same levels of policy exposure because of their relatively lower current rate of

access to paid sick time and its interaction with a higher payroll from the minimum wage and overtime initiatives.

Companies with higher workers compensation rates (that is, employing higher risk occupations) would experience higher cost increases due to both their direct exposure to the workers compensation proposal and the interaction between workers compensation premiums and higher payrolls from the higher minimum wage and overtime wages.

The largest cost increases are for companies where a high percentage of their employees will no longer be exempt from overtime pay.

The following estimates are based on assumptions of an employee take-up rate of 50% for paid sick time, a workers compensation rate of 1.75 (Maine's average rate), and the National Council on Compensation Insurance's (NCCI) lower bound estimate of increases to the workers compensation system (+2.8%). Payroll costs are estimated using state averages. More information can be found in the body of the report.

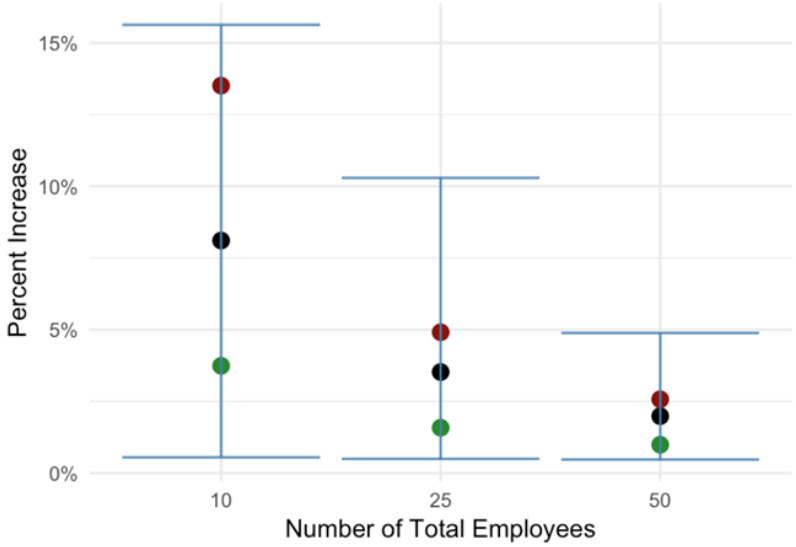
- For a company of 10 employees, cost increases would range from 0.6% ($2,500) for companies with no exposure to minimum wage or overtime to 15.6% ($70,200) for companies with all employees affected by the new overtime rule. For a company with 5 minimum wage and 5 overtime employees, the impact would be 13.5% or $46,800.
- For a company of 25 employees, cost increases would range from 0.5% ($5,600) for companies with no exposure to minimum wage or overtime to 10.3% ($94,200) for companies with all employees affected by the new overtime rule. For a company with 5 minimum wage and 5 overtime employees, the impact would be 4.9% or $49,900.
- For a company of 50 employees, cost increases would range from 0.5% ($10,600) for companies with no exposure to minimum wage or overtime to 4.9% ($99,300) for companies with all employees affected by the new overtime rule. For a company with 5 minimum wage and 5 overtime employees, the impact would be 2.6% or $54,900.

Range of Cumulative Payroll Increases by Company Size

Red dot = 5 overtime + 5 minimum wage employees

Blue dot = 5 overtime + 0 minimum wage employees

Green dot = 0 overtime + 5 minimum wage employees



Methodology and Assumptions

The analytical model estimates a range of cost impacts for businesses with 10, 25, and 50 employees with various exposure rates to the scheduled minimum wage increase and four current legislative proposals. For each policy initiative listed below, multiple scenarios of exposure rates are estimated.

Minimum Wage: Maine's minimum wage is scheduled to increase from $11 to $12 in 2019, a 9% increase. Econometric analyses find that workers earning slightly more than the minimum wage also generally experience wage increases; for example, academic research suggests that those earning up to 115% of the minimum wage will see raises upward of 5%.[vi] To be conservative (that is, to err on the low side of costs), this analysis does not directly estimate wage increases for employees earning more than the minimum wage who may indirectly benefit from a minimum wage increase (for example, a worker earning $12.10 today who may get a raise to $12.70 after the minimum wage is raised to $12.00.) However, to partially account for this spillover effect, the analysis assumes that minimum wage workers earn an average wage of $11.50,[vii] and receive a 9% increase when the minimum wage is increased to $12/hour. This results in an average wage of $12.54 for minimum wage workers after the minimum wage is increased. Hereafter, a "minimum wage employee" refers to those employees who would be affected by the minimum wage increase in 2020; that is, those employees who currently earn less than $12.00/hour.

Overtime Exemption for Salaried Workers: For this analysis, an "overtime employee" is defined as a salaried employee who is currently exempt from overtime but who would no longer be exempt if LD 402 is enacted; that is, an employee who would be required under LD 402 to receive overtime pay at 1.5 times their normal wage if they earn less than $55,224 in 2022. The analysis assumes that overtime employees work an average of four hours of overtime per week. This is about the number of overtime hours that the Department of Labor report that production and non-supervisory employees currently work.[viii] It is less than some surveys report for salaried workers.[ix] For an individual employee, compensation for four hours of overtime translates to a 15% payroll increase (4/40 hours times 1.5). Overtime employees are assumed to earn a wage at the midpoint between the current annual salary exemption ($33,000)[x] and the proposed exemption ($55,224), which is $44,112.

Paid Sick Time: The recent amendment to LD 369 stipulates that an employee would earn one hour of paid sick time for every forty hours of work. For a full-time employee, this is equivalent to 52 hours per year or 2.5% of the total working hours in a year. To account for the fact that some employees already have access to paid sick time, even within a company where other employees may not, two recent surveys were used to estimate the percentage of employees who would be newly eligible for paid sick time (that is, who don't currently have access). The Department of Labor's (DOL) 2018 National Compensation Survey estimates that 71% of all private-sector workers have access to paid sick leave today. DOL further estimates that 60% of private-sector employees in companies with less than fifty employees and 66% with 50-99 employees have access to paid sick leave today.[xi] A 2016 report from the Institute for Women's Policy Research (IWPR), based on the 2014 National Health Interview Survey,[xii] provides more granular estimates of access by employer size. The IWPR estimates for employers of sizes 10-24 and 25-49 are restated as indices to the IWPR total access

rate and then applied to the latest DOL rate of 71% to generate current estimates of access for two employer sizes below 50 (10 and 25). This adjustment results in somewhat lower access to paid sick leave for employees at smaller companies, which is consistent with the research. The DOL report also estimates that 90% of employees in management and professional occupations have access to paid sick leave compared to 50% in construction and natural resource extraction occupations. These two occupation groups are also included in the model (Table 1).

The analytical model assumes that employers maintain their current level of operations and staffing by hiring another employee to cover for all the hours that an employee is out on sick leave (at the same wage rate). That is, the cost of paid sick time to an employer comes from replacing the sick hours accrued and taken by eligible employees (the employee doesn't actually earn more money in a given year). Two alternatives for employee behavior are considered: scenario one assumes employees take 50% of earned sick leave (i.e., a 50% "take-up" rate), which is consistent with current surveys;[xiii] a second scenario assumes a 100% take-up rate.

Table 1: Access to Paid Sick Leave by Employer Size

Employees	IWPR	IWPR Index	DOL	**Adj. for Model**
10-24	51%	0.85	n/a	**60%**
25-49	54%	0.9	n/a	**64%**
50-99	n/a	n/a	66%	**66%**
Professional	n/a	n/a	90%	**90%**
Natural Resources/Construction	n/a	n/a	50%	**50%**
All, for reference	*60%*		*71%*	

Workers Compensation: The National Council on Compensation Insurance (NCCI) produced cost estimates for LD 601 and LD 1204, which are incorporated into the analytical model presented here. NCCI estimates that LD 601, the proposal to implement a cost-of-living-adjustment for total and partial incapacity, would increase total workers compensation system costs between 0.8 and 2.3%.[xiv] NCCI estimates that LD 1204, the proposal to eliminate the cap on indemnity benefits, would increase system costs between 2 and 3%.[xv] Adding the two NCCI cost estimates together, workers compensation costs are projected to increase between 2.8 and 5.3%. The translation from these system cost estimates to the financial impact to a particular company depends on the company's circumstances, including the rate they pay for workers compensation. In the analysis that follows, the "rate" refers to the dollars a company pays for a workers compensation premium per 100 dollars of payroll. For this analysis, three rates are modeled, 1.75, 5, and 10. The 1.75 rate is the average premium rate for all companies who use MEMIC. A rate of 5 represents a company with a higher risk than average such as a typical construction company. A rate of 10 represents a company with an even high risk such as a typical logging company. [xvi] Each rate is multiplied by the estimated payroll costs to estimate workers compensation premiums. The NCCI lower and upper bounds are then used to project increased workers compensation costs.

Estimating Payroll and Employee Costs: The estimates of payroll costs are based on full-time-equivalent employees. The results also hold for companies with part-time employees (e.g., two half-time employees would equal one employee in the model), provided that they remain eligible for paid

sick leave. Employment and payroll costs are estimated using the wages and measures described above and by assuming employees who are neither minimum wage nor overtime employees earn a wage equal to the state average, $844 per week or $43,900 per year.[xvii]

Isolated Impacts

Minimum Wage

The financial impact to an employer of the scheduled increase in the minimum wage to $12/hour depends on the percentage of its employees who are minimum wage employees. The cost impact ranges from 0% for companies with no minimum wage employees to 9% for companies where all of their employees currently earn the minimum wage. A company with 50% of its workforce currently earning less than $12/hour would see an estimated 3.2% increase in payroll costs.

Chart 1: Payroll Increases for $12 Minimum Wage

% Payroll Increase	% Minimum Wage Workers
0.0%	0%
0.5%	10%
1.1%	20%
1.7%	30%
2.4%	40%
3.2%	50%
4.0%	60%
5.0%	70%
6.2%	80%
7.5%	90%
9.0%	100%

The financial impact described above is independent of the size of the employer; it is based solely on the percentage of a company's employees who are minimum wage employees. However, for a given *number* of minimum wage employees, the percentage payroll increase would be greater for smaller companies. For example, a company of 10 employees at which 5 earn the minimum wage would experience a 3.2% cost increase whereas a company of 50 employees at which 5 earn the minimum wage would experience a 0.5% increase. The estimated payroll costs in Table 2 assume that non-minimum wage employees earn the state's average salary.

Chart 2: Percent Payroll Increase for Five Minimum Wage Employees

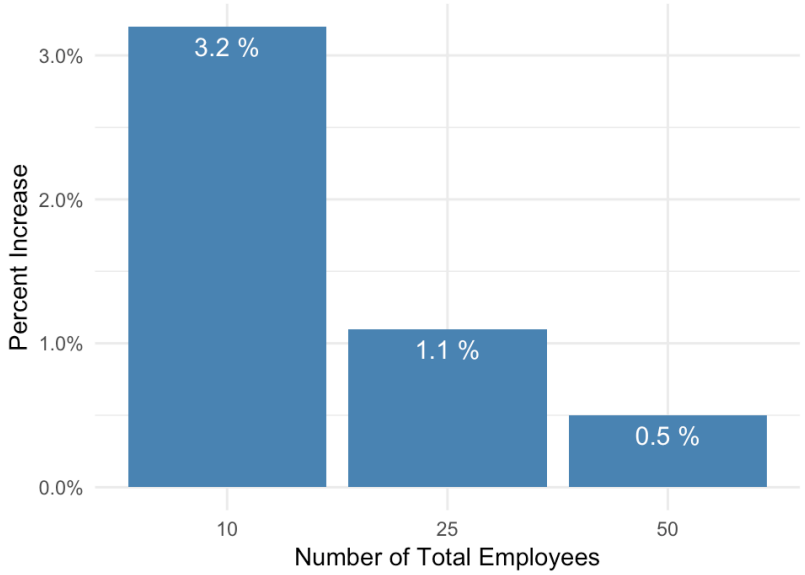


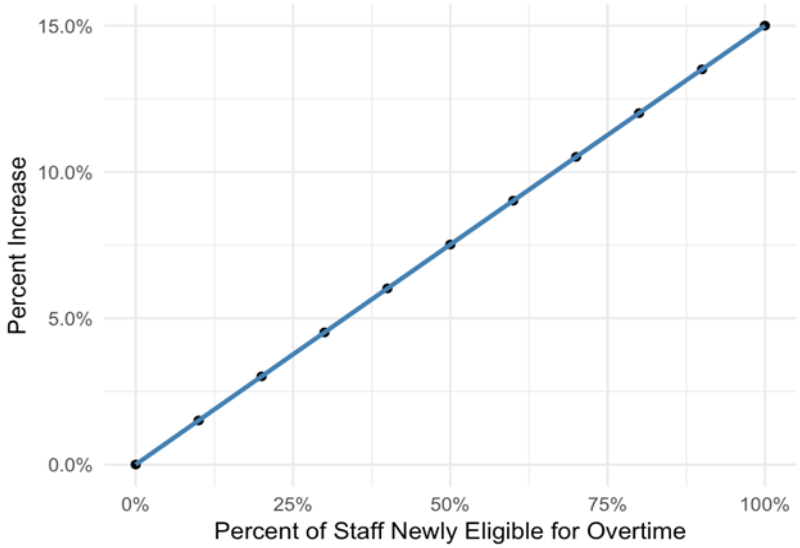
Table 2: Payroll Increase for Five Minimum Wage Employees

Total Employees	Min Wage Employees	Payroll Today	New Payroll	$ Payroll Increase	% Payroll Increase
10	5	$339,000	$349,800	$10,800	3.2%
25	5	$997,400	$1,008,100	$10,800	1.1%
50	5	$2,094,600	$2,105,300	$10,800	0.5%

Overtime

As with the minimum wage increase, the financial impact of the proposed overtime rule depends on a company's exposure to the policy. The cost impact gets larger as the percentage of a company's employees who would no longer be exempt to overtime pay increases. The impact ranges from 0% for a company with no overtime employees to 15% for a company where all employees would be newly eligible for overtime pay.

Chart 3: % Payroll Increases for Overtime Proposal



% Payroll Increase	% Overtime Workers
0.0%	0%
1.5%	10%
3.0%	20%
4.5%	30%
6.0%	40%
7.5%	50%
9.0%	60%
10.5%	70%
12.0%	80%
13.5%	90%
15.0%	100%

In addition, compliance with new overtime rules are generally less costly for larger employers because they already have dedicated human resource departments.[xviii]. However, no data on the difference in compliance costs by employer size was readily available; therefore, this analysis treats employers of different sizes equally with regards to administrative cost impacts. Similar to the dynamic with the minimum wage, for a given number of overtime employees, the percentage impact on payrolls would be greater for smaller employers. The estimated payroll costs below assume that non-minimum wage employees earn the state's average salary.

Chart 4: Percent Payroll Increase for Five Overtime Employees

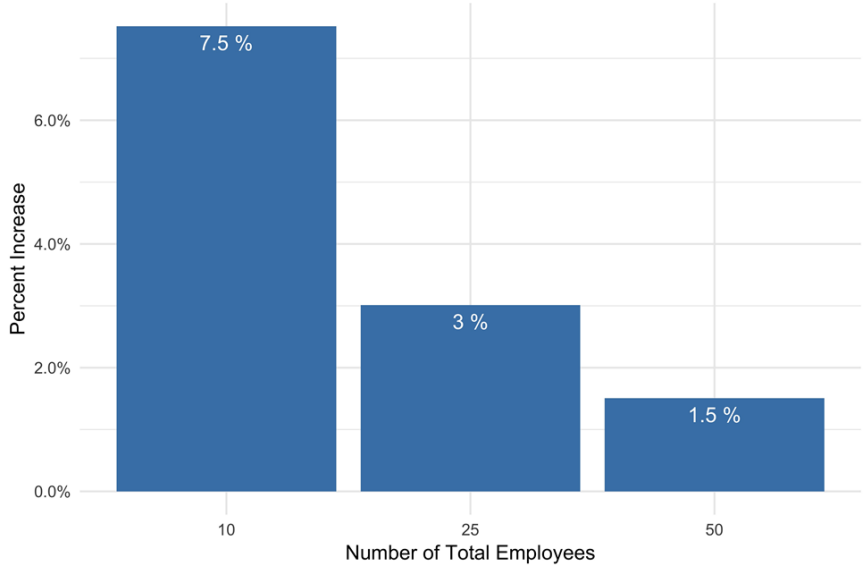


Table 3: Payroll Increase for Five Overtime Employees

Total Employees	Overtime Employees	Payroll Today	New Payroll	$ Payroll Increase	% Payroll Increase
10	5	$440,000	$473,100	$33,100	7.5%
25	5	$1,098,300	$1,131,400	$33,100	3.0%
50	5	$2,195,500	$2,228,600	$33,100	1.5%

Paid Sick Leave

Chart 5 and Table 4, below, present the financial impact of paid sick leave in isolation; that is, with no additional wages from the minimum wage increase or overtime proposal. The bars in the graph depict the payroll increase for take-up rates between 0 and 100% with the black circle marking a 50% take-up rate. The results show that payrolls would increase between 0.13% and 0.63% for a 50% take-up rate, and between 0.25% and 1.25% for a 100% take-up rate, depending on the characteristics of the employer. The cost impact is higher for smaller employers as a group because smaller employers currently provide a lower rate of access to paid sick leave; thus, the impact of the proposed legislation will be greater. Likewise, the cost increase is higher for companies in the natural resources and construction industries, which generally offer lower rates of access to paid sick leave compared to companies in the professional and management industries.[xix] The payroll estimates assume that all employees are paid the state's average wage.

Chart 5: Payroll Increases for Paid Sick Leave Proposal

(Black circle = 50% Take-up Rate)

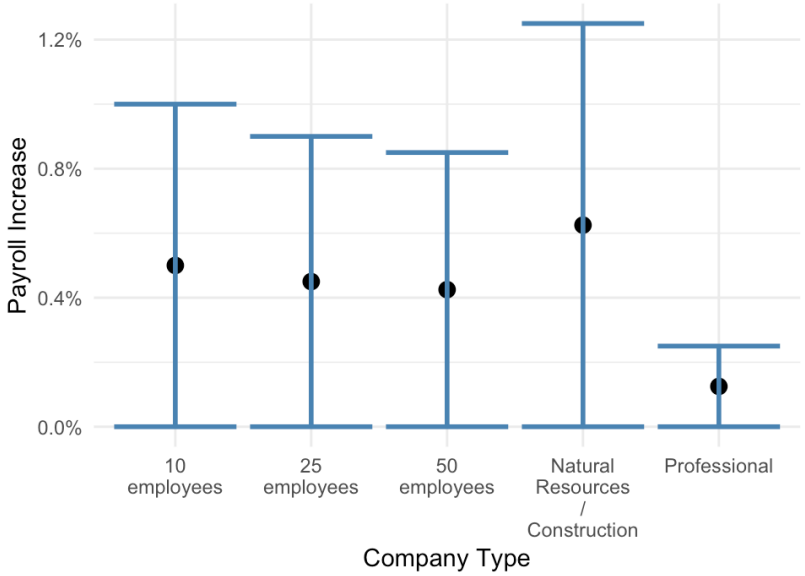


Table 4: Payroll Increases for Paid Sick Leave by Company Type

Total Employee	Take-up Rate	Payroll Today	New Payroll	$ Payroll Increase	% Payroll Increase
10 employees	50%	$438,880	$441,100	$2,200	0.50%
25 employees	50%	$1,097,200	$1,102,100	$4,900	0.45%
50 employees	50%	$2,194,400	$2,203,700	$9,300	0.43%
Professional (10)	50%	$438,880	$439,400	$550	0.13%
Construction (10)	50%	$438,880	$441,600	$2,700	0.63%
10 employees	100%	$438,880	$443,300	$4,400	1.00%
25 employees	100%	$1,097,200	$1,107,100	$9,900	0.90%
50 employees	100%	$2,194,400	$2,213,100	$18,700	0.85%
Professional (10)	100%	$438,880	$440,000	$1,100	0.25%
Construction (10)	100%	$438,880	$444,400	$5,500	1.25%

Note that the cost impact in Table 4 is an isolated impact and therefore underestimates the cost increase when wages are higher due to an increase in the minimum wage and proposed overtime change. More analysis on the interactions between paid sick leave and the minimum wage and overtime initiatives is below.

Workers Compensation

The chart below illustrates the range of cost increases to the workers compensation system from LDs 601 and 1204; these estimates are based on the lower and upper bound estimates from NCCI for these initiatives. Three premium rates are modeled: the state's average rate of 1.75; a rate of 5, typical of companies with higher risk like construction; and a rate of 10, typical of companies with even higher risk like logging. The 2.8% lower bound estimate results in an increase in employment-related costs (payroll plus workers compensation) between 0.05% to 0.25%. For the higher bound of 5.3%,

employment-related costs would increase between 0.09% and 0.48%. The percentage increases are independent of employer size. The dollar increases are based on payroll costs for a 10-employee company, assuming that all employees are paid the state's average wage. Note that these are isolated impacts and therefore underestimate the cost increases when payroll costs are higher due to a higher minimum wage and fewer overtime exemptions.

Chart 6: Payroll Increases for Workers Compensation Proposals

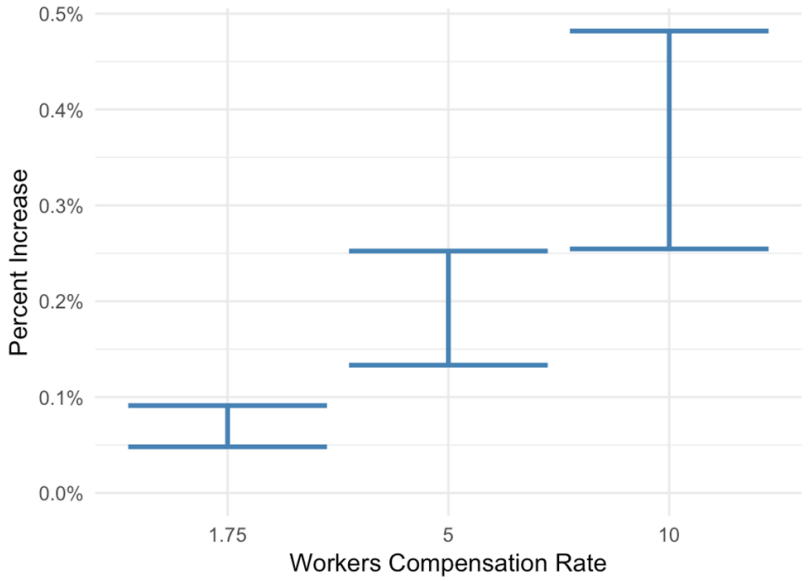


Table 5: Payroll Increases for Workers Compensation Proposals by NCCI Estimate

System Increase	Rate per $100/payroll	Employee Costs Today	New Employee Costs	$ Increase	% Increase
Low - 2.8%	1.75	$446,600	$446,800	$200	0.05%
Low - 2.8%	5	$460,800	$461,400	$600	0.13%
Low - 2.8%	10	$482,800	$484,000	$1,200	0.25%
High - 5.3%	1.75	$446,600	$447,000	$400	0.09%
High - 5.3%	5	$460,800	$462,000	$1,200	0.25%
High - 5.3%	10	$482,800	$485,100	$2,300	0.48%

Employee costs assuming 10 employees

Cumulative Impacts

The estimates presented above are useful to understand each of the initiatives in isolation. However, the cost impact for both the paid sick leave and workers compensation proposals are influenced by the size of an employer's payroll, which in turn is affected by the minimum wage increase and overtime proposal. That is, the financial impact of paid sick leave will be higher once the minimum wage increase goes into effect, and the cost of a workers compensation premium will be higher given a higher total payroll (all other things equal). Thus, adding the isolated estimates above would underestimate the cumulative impact because of these interaction effects.

The charts below estimate the cumulative effect of all the five policies together, assuming they all become law, for employers of various types and for a subset of exposures to the initiatives. As stated earlier, it is not the purpose of this analysis to predict the impact on the average or typical company; in fact, absent a comprehensive survey to Maine businesses, that is not possible. Rather, the scenarios selected below are those that seem reasonable and plausible in order to provide a range of possible impacts across a broad swath of Maine employers. The analysis below includes scenarios for employers with between 0 and 10 minimum wage and/or overtime employees. All scenarios use the more conservative estimates of 50% paid sick leave take-up rate and 2.8% increase for workers compensation system costs. Chart 7 illustrates the impact for employers of 10, 25, and 50 employees and assumes workers compensation rates are average (1.75). Chart 8 illustrates the impact on employers with three different representative company types: "professional" companies with 90% current access to paid sick leave and a workers compensation rate at the state average of 1.75; "construction" companies with 50% current access to paid sick leave and a workers compensation rate of 5; and "logging" companies, also with 50% access to paid leave but a workers compensation rate of 10.

The green dot represents the cost increase for 5 minimum wage employees and 0 overtime employees; the blue dot represents 0 minimum wage and 5 overtime employees; and the red dot represents 5 minimum wage and 5 overtime employees. For example, for a company of 10 employees, cost increases range from 3.7% for 5 minimum wage employees and no overtime employees (green dot) to 8.1% for 0 minimum wage employees and 5 overtime employees (blue) to 13.5% for 5 minimum wage and 5 overtime employees (red). Several overarching conclusions can be drawn, keeping in mind the assumptions described above.

- **There is considerable variation in the impact the five policies will have on employers' costs, depending primarily on an individual employer's exposure to the policies.** The projected cumulative increase in employment costs could be as low as 0.5% for companies with no exposure to the minimum wage increase or overtime exemption. On the other hand, the projected cost impact could exceed 15% for a company with all its employees affected by the overtime proposal.
- **As a group, smaller employers will experience higher cumulative impacts than larger employers** for the same levels of policy exposure because of their relatively lower current rate of access to paid sick time access and its interaction with a higher payroll from the minimum wage and overtime initiatives.
- **Companies with higher workers compensation rates (that is, with higher risk occupations) would experience higher cost increases** due to both their direct exposure to the workers compensation proposal and the interaction between workers compensation and higher payrolls from the higher minimum wage and overtime wages.
- **The largest cost increases are for companies where a high percentage of their employees will no longer be exempt from overtime pay** (that is, for companies with a high percentage of their employees who would be newly eligible for overtime pay). For example, for a 10-employee company with 5 minimum wage and 5 overtime employees, 9.6% of the total estimated increase of 13.5% comes from increased overtime pay.
- A typical "logging" company, with lower current offerings of paid sick time and higher workers compensation rates, experience the highest range of potential cost impacts, followed by a typical "construction" company, then a "professional" company.

- For a company of 10 employees, cost increases would range from 0.6% ($2,500) for companies with no exposure to minimum wage or overtime to 15.6% ($70,200) for companies with all employees affected by the new overtime rule. For a company with 5 minimum wage and 5 overtime employees, the impact would be 13.5% or $46,800.
- For a company of 25 employees, cost increases would range from 0.5% ($5,600) for companies with no exposure to minimum wage or overtime to 10.3% ($94,200) for companies with all employees affected by the new overtime rule. For a company with 5 minimum wage and 5 overtime employees, the impact would be 4.9% or $49,900.
- For a company of 50 employees, cost increases would range from 0.5% ($10,600) for companies with no exposure to minimum wage or overtime to 4.9% ($99,300) for companies with all employees affected by the new overtime rule. For a company with 5 minimum wage and 5 overtime employees, the impact would be 2.6% or $54,900.

Chart 6: Range of Cumulative Payroll Increases by Company Size

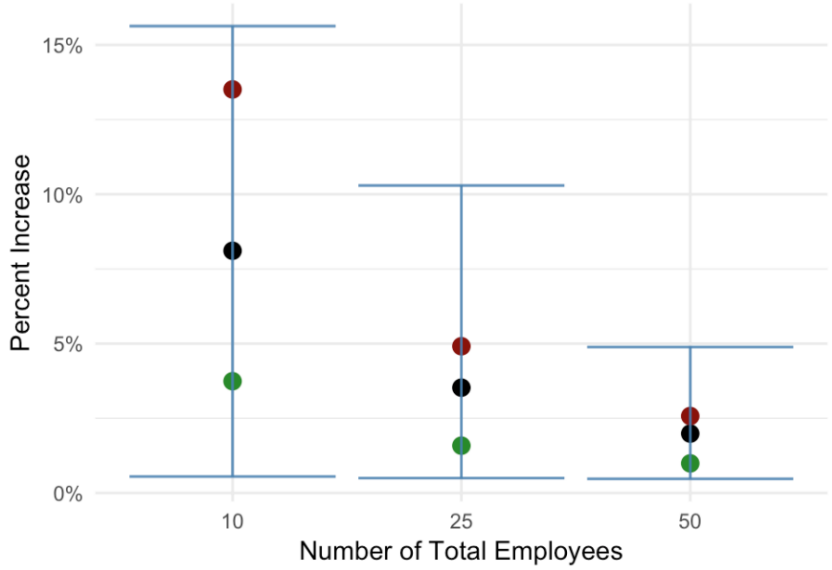


Chart 7: Range of Cumulative Payroll Increases by Company Type

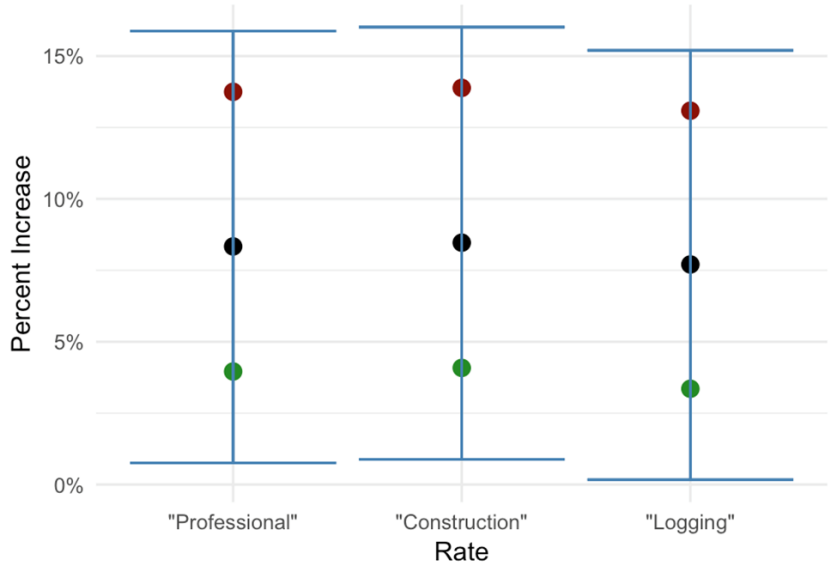


Table 6: Cumulative Increase in Employee Costs by Company Size

Total Employees	Min Wage Employees	Overtime Employees	Employee Costs Today	Min Wage Increase	Overtime % Increase	Paid Sick % Increase	Workers Comp % Increase	New Employee Costs	% Total Increase
10	0	0	$446,600	0.0%	0.0%	0.5%	0.1%	$449,000	0.55%
10	5	0	$345,000	3.1%	0.0%	0.5%	0.1%	$357,900	3.74%
10	0	5	$447,700	0.0%	7.4%	0.5%	0.2%	$484,000	8.11%
10	10	0	$243,400	8.8%	0.0%	0.5%	0.2%	$266,700	9.60%
10	5	5	$346,100	3.1%	9.6%	0.6%	0.3%	$392,900	13.51%
10	0	10	$448,800	0.0%	14.7%	0.6%	0.3%	$519,000	15.63%
25	0	0	$1,116,400	0.0%	0.0%	0.4%	0.1%	$1,122,000	0.50%
25	5	0	$1,014,800	1.1%	0.0%	0.4%	0.1%	$1,030,900	1.58%
25	10	0	$913,200	2.4%	0.0%	0.5%	0.1%	$939,800	2.91%
25	0	5	$1,117,500	0.0%	3.0%	0.5%	0.1%	$1,156,900	3.53%
25	5	5	$1,016,000	1.1%	3.3%	0.5%	0.1%	$1,065,900	4.91%
25	0	10	$1,118,700	0.0%	5.9%	0.5%	0.2%	$1,191,900	6.55%
25	10	5	$914,400	2.4%	3.6%	0.5%	0.2%	$974,800	6.61%
25	5	10	$1,017,100	1.1%	6.5%	0.5%	0.2%	$1,100,800	8.23%
25	10	10	$915,500	2.4%	7.2%	0.5%	0.2%	$1,009,700	10.29%
50	0	0	$2,232,800	0.0%	0.0%	0.4%	0.1%	$2,243,400	0.47%
50	5	0	$2,131,200	0.5%	0.0%	0.4%	0.1%	$2,152,300	0.99%
50	10	0	$2,029,600	1.1%	0.0%	0.4%	0.1%	$2,061,200	1.56%
50	0	5	$2,233,900	0.0%	1.5%	0.4%	0.1%	$2,278,300	1.99%
50	5	5	$2,132,400	0.5%	1.6%	0.4%	0.1%	$2,187,300	2.58%
50	10	5	$2,030,800	1.1%	1.6%	0.4%	0.1%	$2,096,200	3.22%
50	0	10	$2,235,100	0.0%	3.0%	0.4%	0.1%	$2,313,300	3.50%
50	5	10	$2,133,500	0.5%	3.1%	0.4%	0.1%	$2,222,200	4.16%
50	10	10	$2,031,900	1.1%	3.3%	0.4%	0.1%	$2,131,200	4.89%

Table 7: Cumulative Increase in Employee Costs by Company Type

Total Employees	Min Wage Employees	Overtime Employees	Employee Costs Today	Min Wage Increase	Overtime % Increase	Paid Sick % Increase	Workers Comp % Increase	New Employee Costs	% Total Increase
1.75	0	0	$446,600	0.0%	0.0%	0.1%	0.1%	$447,300	0.17%
1.75	5	0	$345,000	3.1%	0.0%	0.1%	0.1%	$356,500	3.35%
1.75	10	0	$243,400	8.8%	0.0%	0.1%	0.2%	$265,800	9.19%
1.75	0	5	$447,700	0.0%	7.4%	0.1%	0.2%	$482,200	7.71%
1.75	5	5	$346,100	3.1%	9.6%	0.1%	0.3%	$391,400	13.09%
1.75	0	10	$448,800	0.0%	14.7%	0.1%	0.3%	$517,100	15.20%
5	0	0	$460,800	0.0%	0.0%	0.6%	0.2%	$464,300	0.76%
5	5	0	$356,000	3.0%	0.0%	0.6%	0.3%	$370,100	3.96%
5	10	0	$251,200	8.6%	0.0%	0.6%	0.6%	$275,800	9.83%
5	0	5	$462,000	0.0%	7.2%	0.6%	0.5%	$500,500	8.34%
5	5	5	$357,200	3.0%	9.3%	0.7%	0.8%	$406,300	13.75%
5	0	10	$463,200	0.0%	14.3%	0.7%	0.9%	$536,700	15.87%
10	0	0	$482,800	0.0%	0.0%	0.6%	0.3%	$487,000	0.88%
10	5	0	$372,900	2.9%	0.0%	0.6%	0.6%	$388,200	4.08%
10	10	0	$263,100	8.2%	0.0%	0.6%	1.2%	$289,300	9.96%
10	0	5	$484,000	0.0%	6.8%	0.6%	1.0%	$525,000	8.47%
10	5	5	$374,200	2.9%	8.8%	0.6%	1.5%	$426,100	13.89%
10	0	10	$485,200	0.0%	13.6%	0.7%	1.7%	$562,900	16.01%

ENDNOTES

[i] Maine Revised Statutes, Title 26, Chapter 7 §664
[ii] LD 369, available at http://legislature.maine.gov/LawMakerWeb/summary.asp?ID=280071152
[iii] LD 402, available at http://legislature.maine.gov/LawMakerWeb/summary.asp?ID=280071213
[iv] LD 1204, available at http://legislature.maine.gov/LawMakerWeb/summary.asp?ID=280072391
[v] LD 601, available at http://legislature.maine.gov/LawMakerWeb/summary.asp?ID=280071497
[vi] See, for example: Fairris, David, David Runsten, Carolina Briones and Jessica Goodheart. 2005. Examining the evidence: The impact of the Los Angeles living wage ordinance on workers and businesses. Los Angeles Alliance for a New Economy; Reich, Michael, Peter Hall, and Ken Jacobs. 2003. Living wages and economic performance: The San Francisco airport model. Institute of Industrial Relations, University of California Berkeley; Wicks-Lim, Jeannette. 2006. Mandated wage floors and the wage structure: New estimates of the ripple effects of minimum wage laws. Political Economy Research Institute, University of Massachusetts Amherst. Working Paper 116.
[vii] The average salary is assumed to be the midpoint between $11 and $12 is $11.50.
[viii] US Department of Labor, Establishment Data, Table B-2. Available at https://www.bls.gov/news.release/empsit.t18.htm
[ix] See for example, Gallup surveys; e.g., https://news.gallup.com/poll/1720/work-work-place.aspx
[x] Maine Revised Statutes, Title 26, Chapter 7, §663; 3,000 times the minimum wage ($11) = $33,000
[xi] US Department of Labor National Compensation Survey; available at https://www.bls.gov/ncs/
[xii] Institute for Women's Policy Research, available at https://iwpr.org/wp-content/uploads/wpallimport/files/iwpr-export/publications/B356.pdf
[xiii] See for example, Department of Labor surveys including https://www.bls.gov/opub/mlr/cwc/paid-sick-leave-prevalence-provision-and-usage-among-full-time-workers-in-private-industry.pdf, and Institute for Women's Policy Research, available at https://www.dol.gov/asp/evaluation/completed-studies/IMPAQ-Paid-Sick-Days-1.pdf
[xiv] National Council on Compensation Insurance, Analysis of Maine Legislative Document (LD) 1204 As Requested on March 11, 2019
[xv] National Council on Compensation Insurance, Analysis of Maine SP 188 / LD 601 As Requested on February 4, 2019
[xvi] Actuarial analysis done by request by Tony Payne, SVP External Affairs, MEMIC
[xvii] Maine Department of Labor, Quarterly Census of Employment and Wages, available at https://www.maine.gov/labor/cwri/qcew1.html
[xviii] See for example, overview of federal proposed changes to overtime, available at https://www.dol.gov/whd/overtime2019/overtime2019-nprm.pdf
[xix] US Department of Labor National Compensation Survey; available at https://www.bls.gov/ncs/