



COPS/METRO`
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COPS/Metro’s Successful Living Wage Campaign

COPS/Metro, a diverse coalition of churches, schools, and unions, recognizes Judge Nelson Wolff and Mayor Ron Nirenberg for their leadership in raising the wages of the lowest paid Bexar County and City of San Antonio employees to \$15 per hour. This increase from \$14.25 per hour fulfills a commitment made to COPS/Metro by the following elected officials:

Judge Wolff
Commissioner Elizondo
Commissioner Calvert
Mayor Nirenberg
Councilman Treviño
Councilman Shaw
Councilwoman Viagran
Councilman Saldaña
Councilwoman Gonzales
Councilwoman Sandoval

Lourdes Menchaca, a leader from Our Lady of Guadalupe Shrine, stated “COPS/Metro has long recognized that San Antonio was a ‘low-wage city.’ We have worked steadily to increase the minimum wage, and we rejoice that Bexar County and the City of San Antonio are now paying their lowest paid employees a living wage.”

\$15 per hour is an important wage floor because MIT calculates that \$14.54 per hour is a living wage for a two-parent, two-child family when both parents work (<http://livingwage.mit.edu/metros/41700>).

Conversations to launch this Living Wage Campaign began in 2014 after a series of training sessions led by COPS/Metro Leaders on poverty and low wages in San Antonio. Leaders decided that it was unconscionable that one out of five San Antonio residents live below the poverty line and one out of three children live in poverty.

COPS/Metro leaders reflected on their faith traditions about the dignity of work and fair compensation. Everyone who works deserves to earn enough from their labor to feed and spend time with their children. Our traditions teach us that all are entitled to the abundance of God’s creation, not just a few of us.

COPS/Metro took the campaign public on June 24, 2014, at a Bexar County Commissioners Court meeting. In the first year of the campaign COPS/Metro secured a raise for the lowest paid county (i.e., from \$11.67 to \$13 per hour) and city (i.e., from \$11.47 to \$13 per hour) employees with the long-term goal being reaching \$15 per hour. Since then COPS/Metro has organized to ensure that \$15 per hour was attained.

