

Legislative #

180999C

Comparison of City to County – Living Wage/Minimum Wage Requirements

	City of Gainesville	Alachua County																		
<i>Code citation</i>	“Living Wage Requirements” Sec. 2-615 through 2-618, City Code	“Alachua County Government Minimum Wage” Sec. 22.45 through 22.47, County Code																		
<i>Contract threshold</i>	Over \$100,000	Over \$50,000																		
<i>Definitions</i>	Very similar to County; however, the term “service contractor/subcontractor” includes only for-profit (not non-profit) entities and includes only those that employ 50 or more persons.	Very similar to City; however, the following are additional definitions unique to the County: <ul style="list-style-type: none"> • health benefit wage • non-health benefit wage • inmate 																		
<i>Covered Services</i>	<p>Similar services for both agencies:</p> <ul style="list-style-type: none"> • agriculture and forestry • construction • food preparation and/or distribution • custodial/cleaning • landscaping/grounds maintenance • recycling • refuse removal • printing and reproduction <p>Unique to City:</p> <ul style="list-style-type: none"> • maintenance and repair • painting/refinishing • parking services 	<p>Similar services for both agencies:</p> <ul style="list-style-type: none"> • agriculture and forestry • construction • food preparation and distribution • custodial/cleaning • landscaping and grounds maintenance • refuse removal and recycling • printing and reproduction <p>Unique to County:</p> <ul style="list-style-type: none"> • clerical or other non-supervisory office work, including secretarial, typing, data entry, filing, transcription, specialized billing, sorting or completing forms, and word, data, and information processing • facilities maintenance • security 																		
<i>Amount of Living Wage or Minimum Wage</i>	<p>The living wage is based upon federal poverty guidelines for a family of four as determined by the U.S. Department of Health and Human Services</p> <p>The annual adjustment becomes effective on the first day of March of each year</p> <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <thead> <tr> <th style="text-align: left;">Contractors’ Employees</th> <th style="text-align: center;">3/1/18 Rate</th> <th style="text-align: center;">3/1/19 Rate</th> </tr> </thead> <tbody> <tr> <td>WITH Health Insurance Coverage</td> <td style="text-align: center;">\$12.0673 per hour</td> <td style="text-align: center;">\$12.3798 per hour</td> </tr> <tr> <td>WITHOUT Health Insurance Coverage</td> <td style="text-align: center;">\$13.3173 per hour</td> <td style="text-align: center;">\$13.6298 per hour</td> </tr> </tbody> </table>	Contractors’ Employees	3/1/18 Rate	3/1/19 Rate	WITH Health Insurance Coverage	\$12.0673 per hour	\$12.3798 per hour	WITHOUT Health Insurance Coverage	\$13.3173 per hour	\$13.6298 per hour	<p>The health benefit wage and non-health benefit wage are recalculated on October 1st of each year</p> <ul style="list-style-type: none"> • <i>Health benefit wage</i> is equivalent to the wage of the lowest paid classified employee of the county • <i>Non-health benefit wage</i> is the health benefit wage plus the average premium under the Affordable Care Act (Gold Plan) for Alachua County based on a non-smoking individual 40 years of age with allowed subsidies <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <thead> <tr> <th style="text-align: left;">Contractors’ Employees</th> <th style="text-align: center;">Current Rate</th> <th style="text-align: center;">Proposed Rate (10/1/19)</th> </tr> </thead> <tbody> <tr> <td>WITH Health Benefit</td> <td style="text-align: center;">\$13.50 per hour</td> <td style="text-align: center;">\$14.00 per hour</td> </tr> <tr> <td>WITHOUT Health Benefit</td> <td style="text-align: center;">\$15.60 per hour</td> <td style="text-align: center;">\$16.10 per hour</td> </tr> </tbody> </table>	Contractors’ Employees	Current Rate	Proposed Rate (10/1/19)	WITH Health Benefit	\$13.50 per hour	\$14.00 per hour	WITHOUT Health Benefit	\$15.60 per hour	\$16.10 per hour
Contractors’ Employees	3/1/18 Rate	3/1/19 Rate																		
WITH Health Insurance Coverage	\$12.0673 per hour	\$12.3798 per hour																		
WITHOUT Health Insurance Coverage	\$13.3173 per hour	\$13.6298 per hour																		
Contractors’ Employees	Current Rate	Proposed Rate (10/1/19)																		
WITH Health Benefit	\$13.50 per hour	\$14.00 per hour																		
WITHOUT Health Benefit	\$15.60 per hour	\$16.10 per hour																		

Comparison of City to County – Living Wage/Minimum Wage Requirements

<p><i>Contractor Certification Requirement of Payment of the Wage</i></p>	<p>Occurs before executing any contract with the city</p> <p>Contractor is responsible to make their subcontractor's providing covered services <u>follow</u> the requirement as well</p>	<p>Occurs before executing any contract with the county</p> <p>Contractor is responsible to make subcontractor's providing covered services <u>aware</u> of the requirement as well</p>
<p><i>Application and Enforcement</i></p>	<p>Language used is similar to County</p>	<p>Language used is similar to City; however, County allows for re-soliciting without requiring compliance with the minimum wage if no responsive bids are received for the first solicitation.</p>
<p><i>Applicability to City/County Employees</i></p>	<p>Provides a living wage (same as computed for service contractors employees above) to regular City employees as determined consistent with budgetary, pay plan and bargaining considerations and obligations</p>	<p>No language regarding this in ordinance; however, because "Health benefit wage" is computed as equivalent to the wage of the lowest paid classified employee of the county, it retains parity similar to the City's approach.</p>