



Legislation Details (With Text)

File #: 140296. **Version:** 5 **Name:** Future Living Wage Appropriations
Type: Discussion Item **Status:** To Be Introduced
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On agenda: 3/8/2016 **Final action:**
Title: Living Wages for City Employees (B)
Discussion of the City's Living Wage.

Sponsors:

Indexes:

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Attachments: 1. 140296A_Article IX Living Wage Requirements_20150203.pdf, 2. 140296B_Original Ordinance-Living Wage_20150203.pdf, 3. 140296C_Living Wage History_20150203.pdf, 4. 140296_February 3 Committee Minutes_20150416.pdf, 5. 140296_draft ordinance_20150618.pdf, 6. 140296_ordinance_20150702.pdf, 7. 140296A_Summary Annual Base Pay and Benefits_20160308.pdf, 8. 140296B_Summary of Lower Pay Points for CWA and ATU_20160308.pdf, 9. 140296C_CWA and ATU Classifications by Job Title_20160308.pdf

Date	Ver.	Action By	Action	Result
7/2/2015	4	City Commission	Adopted on Final Reading (Ordinance)	Pass
6/18/2015	4	City Commission	Adopted on First Reading (Ordinance)	Pass
4/16/2015	3	City Commission	Approved as Recommended	
2/3/2015	2	Legislative and Organizational Policy Committee	Discussed	
7/22/2014	1	City Commission	Referred	Pass

Living Wages for City Employees (B)

Discussion of the City's Living Wage.

On July 22, 2014 during a special meeting of the City Commission related to the budget, the City Commission referred to the Legislative and Organizational Policy Committee a discussion of the City's Living Wage. The referral was centered around wage increases or bonuses for low-wage employees.

In March 2003, the City Commission adopted Ordinance Number 020663 creating Article IX of Chapter 2, establishing a living wage requirement for certain employees of contractors providing selected services to the City. The ordinance applies to all contractors or subcontractors who employ 50 or more persons and who provide covered services purchased by the City under a single contract over \$100,000. The living wage specified in the ordinance was set at \$8.70/hour for those offering health benefits and \$9.95/hour for those not offering health benefits. The living wage is based on the federal poverty guidelines for a family of four as determined by the U.S. Department of Health and Human Services (DHHS) and published in the Federal Register. The ordinance requires an adjustment annually in accordance with publication of the new federal poverty guidelines. The current living wage rate is \$11.6827/hour (health benefit wage) and \$12.93/hour (non-health benefit wage).

There is no fiscal impact for this discussion.

The Legislative and Organizational Policy Committee members discuss the City's Living Wage.