

Living Wage Advisory Committee Meeting  
May 30, 2007 at 5:00 pm  
Room 15, City Hall

I. Roll Call

Committee Members Present:

Anna Kokotovic

Allen Williams

Dick Flacks

Hilary Blackerby

Larry Lee

Steve Cushman

Committee Members Absent - none

City staff:

Bob Peirson – Finance Director

Bob Samario – Assistant Finance Director

Bill Hornung – General Services Manager

Araceli Esparza – Purchasing Supervisor

II. Public Comment – None

III. Approval of Minutes – February 28, 2007 Meeting

- i. Allen requested his comments be included in Minutes
- ii. Approval minutes held until following meeting

IV. Applications for Committee vacancies due June 1<sup>st</sup>, Mr. Williams' seat is up: Mr. Williams considering whether he will re-apply.

V. Election of Committee Chair

- i. Staff explained role of Chairperson at the request of a committee member: chair meetings, add input to agenda, review drafts of staff produced documents
- ii. Chair should be very familiar with the ordinance
- iii. Staff would assist in learning curve
- iv. Staff explained that when a committee member's term is up, it is their choice to re-apply.

Setting up Committee meetings is the staff's responsibility

**Action:**

Motion by \_\_\_\_\_, second by \_\_\_\_\_ to nominate Larry Lee as Chair of the Advisory Committee. Motion passed unanimously.

**VI. Fiscal Year 2008 CPI Adjustments to Living Wage Amounts**

- a. Staff presented the annual CPI adjustment to the Living Wage levels for fiscal year 2008 as required in the Ordinance. The CPI adjustment for fiscal year 2008 is 3.1%. This raises the Living Wage hourly as follows:

	<b>July 1st 2006</b>	<b>CPI</b>	<b>July 1st 2007</b>
Contract Minimum	\$ 15,000	3.10%	\$ 15,465
Living Wage Hourly Rates:			
	\$ 14.00	3.10%	\$ 14.43
	\$ 12.00	3.10%	\$ 12.37
	\$ 11.00	3.10%	\$ 11.34

**VII. Update on Implementation**

- a. Discussion of the difference between the City's Living Wage and Prevailing Wage and that they are not mutually exclusive. Although in most cases, Prevailing Wage levels exceed the City's Living Wage levels, there are occasional exceptions. In those cases, the City's Living Wage ordinance will apply.
- b. Staff – definition to be clear so buyers/department have information
- c. Airport is aware that upon renewal in the fall, 2007, their parking contract will be subject to the Living Wage Ordinance.

**VIII. Vendor Questionnaire / Survey**

**Discussion**

- a. Staff provided a list of purchase orders that have been identified as services that would likely be subject to the Living Wage Ordinance.
- b. Committee members would like to know how much more money is the City paying and how many contractor/vendor employees is it affecting with a goal of assessing the "real world" impacts of the ordinance.
- c. Discussion of enforcement considerations:
  - i. Effectiveness
  - ii. Cost of implementation and administration
  - iii. Measure compliance: cost to City

- iv. Vendor impact
- d. Discussion of a using a questionnaire to see who it affects
- e. Staff pointed out that there will be a certification from vendors that will require them to certify under perjury that they comply
- f. Discussion of required posting of notices by contractors and including penalty language for non-compliance. Further discussion of how to distribute and post the employee notices so that employees are aware of their rights under the ordinance. Mention of the need to have the notices in both English and Spanish.
- g. Discussion of the rights of employees to report suspected violations of the ordinance to City staff. 1<sup>st</sup> notification to staff - City Attorney, Committee will have opportunity/right to hear the employee
  - i. Compliance Activities
    - Notification to employees
    - Vendor Complaint forms
    - Review of vendor payroll records
    - Tracking of City staff time
    - Staff - Create notice
    - Create employee grievance form
- h. Discussion of some initial impacts of Living Wage
  - i. How to work faster not get paid more
  - ii. Losing work to the City
  - iii. Why shouldn't the City pay at least what the City requires vendors to pay?
  - iv. Committee should not roll back, but move forward and require City to step up

XIII. Next meeting date: Wednesday July 18, 5:00 pm

XIV. Items for Future Agendas

Community Development point system for non-profit human service agencies applying for City funds

IX. Adjournment - 6:15pm