



- b. Wage Tiers and insurance requirements

**Discussion:** Gabe – Can we amend the tiers to reflect ACA?

**Alan Williams** – Go with the Bronze tier of the ACA.

**Committee** – Asked that a summary of ACA plans be provided at the next meeting.

## VI. New Business

- a. Review & discussion of the Committee’s November 23, 2010 report to Council

**Discussion: Report Item 1 - Dollar Thresholds: Ken** – We should eliminate the dollar threshold and require Living Wages from the first dollar.

**Gabe** – Add the dollar threshold to the next meeting agenda and establish fines for non-compliance and inadequate record keeping to the next agenda.

**Report Item 2 – Wage Tiers: Kathy** – Simplify to two wage tiers: 1 with insurance and 1 without.

**Anna** – Add the tiers summary as an agenda item for the next meeting.

**Report Item 3 - Fines: Ken** – We should implement a fine structure for non-compliance. The fine should be a percentage of the error or contract amount. I will bring a “fine proposal” to the next meeting.

**Report Item 4 - Auditing: Bill** - A fund has been established for auditing for FY 16 & 17.

**Committee:** We need an auditing policy.

**Item 5 – Non-profit exemption:** See non-profit comment below.

**Item 6 – City paying Living Wage: Gabe** – Table paying all City workers the Living Wage because it is too controversial and will distract from the other recommendations.

**Richard** – Keep it alive for now because it is worth discussing.

**Gabe** – Requested staff to get a report of City staff not paid a living wage for the Sept. 16 meeting.

**Item 7 – Evaluate the Cost to Bring Services In-House:** Committee agreed to remove this from discussion because it appears to be a one-time situation.

**Item 8 – Increasing Awareness was not discussed.**

- b. Non-Profit Exemption

**Discussion: Anna & Richard** – We need to revisit the non-profit exemption.

**Bill** – In speaking with Community Development, we are not buying a service from the non-profits; only providing funds for a service they are providing to the community. The funds provided by the City are a small fraction of their budgets.

VII. Adjournment: **4:45pm. Next meeting was changed from Sept. 16 to Wednesday, Sept. 23 at 3p.m. at City Hall, Room 15 (behind the Council Chamber)**