

Living Wage Advisory Committee Meeting
February 27, 2007 at 5:00 pm
Room 15, City Hall

I. Introductions:

Committee Members

Anna Kokotovic – Executive Director, CALM

Allen Williams – Owner, Service Master

Dick Flacks – UCSB Professor Emeritus

Hilary Blackerby – Student, UCSB

Larry Lee – Small Business Owner/Student

Steve Cushman – Santa Barbara Region Chamber of Commerce - Absent (out of state)

City Staff

Bob Peirson – Finance Director

Bill Hornung – General Services Manager

Araceli Esparza – Purchasing Supervisor

Council Liaison

Das Williams- Councilmember

II. Public Comment – No public present

III. Overview of Conflict of Interest Rules - Bypassed – no attorney

IV. Chair to be appointed at next meeting

V. Cost of Living Adjustment

i. Discussion regarding annual CPI Adjustment

ii. Annual Adjustment of CPI – Adjusted effective July 1st each year based on January-to-January change in the Consumer Price Index

VI. Review of the Living Wage Ordinance & Administrative Guideline

i. Passed April 12, 2006: Effective July 1, 2006

ii. Discussion:

a. Committee's role - Advise City Council & staff on the implementation and administration of living wage

b. Audit process

c. Room for improvement (new process)

d. Committee members agreed that it is an oversight role and to make formal recommendations to Staff and Council

e. Staff's responsibility to administer

VII. Finance Department Living Wage Administration - Enforcement of Chapter Requirements

- i. Employee's right of actions, notify city if they have not received pay under living wage
- ii. Posting of the Employer Notice
- iii. Review Implementation
- iv. Number of purchase orders and types
- v. Research how many employees are affected
- vi. Goals before we ask for information – create baseline data
- vii. Effectiveness
 - a. Cost to implement
 - b. Real compliance
 - c. Impact on vendors
- viii. Urgency for review now because information is difficult to obtain; time makes it more difficult

VIII. Discussion on how to get information:

- i. Staff passed out new copies of the guidelines – date to complete the status report.
- ii. Staff will follow Council's direction

IX. Conversation regarding multi year contracts.

Motion by Mr. Lee to have staff provide a draft questionnaire regarding vendor employee participation in the living wage program to committee members in preparation for the inclusion of the questionnaire in contract packages. Motion passed unanimously.

Questionnaire to be developed by staff and presented to committee for comment.

X. Committee Discussion

As a City service contractor, Committee member Williams offered some of his early experiences with the Living Wage Ordinance. Mr. Williams' observations included:

- i. Enforcement by complaints from other vendors (competitors) can be effective but only if the City is willing to vigorously follow up on them. Mr. Williams told the Committee of his frustration when he felt the City Attorney's office did not vigorously pursue his report that a City Fiesta custodial contractor had violated the Living Wage Ordinance.
- ii. It is unfortunate if the City uses its exemption from the Living Wage ordinance to pay less, thus making reliable City contractors and vendors unable to compete.

XI. Next meeting date: Wednesday, May 16, 2007 at 4:00 pm

XII. Items for Future Agendas

- i. More information
- ii. Procurement's role
- iii. Committee's needs
- iv. Cost of administration and enforcement
- v. Next enforcement steps - to ask for a sample of certified payroll and verify on-site posting
- vi. Additional next steps

XIII. Adjournment - 6:45pm