

City of Santa Barbara

**LIVING WAGE ADVISORY COMMITTEE
MEETING MINUTES**

for

Monday, June 7, 2010

Room 15 – City Hall
735 Anacapa St., Santa Barbara, California

- I. **Roll Call:** Anna M. Kokotovic, Allen Williams, Richard Flacks, and Gabe Dominocielo were present
- II. **Call to Order:** 5:10 P.M Richard Flacks chaired the meeting in the absence of Larry Lee
- III. **Public Comment:** Alan Williams with Service Master commented that the higher cost of the living wage has caused his company to go from team cleaning to individual cleaning in order to remain competitive. With team cleaning, the crews were evenly split between male and female workers. Individual cleaning is all male workers due to a variety of factors including but not limited to safety concerns (working at night) from the workers and job requirements such as lifting over 35 lbs.
- IV. **Review and Approval of March 3, 2010 Meeting Minutes:** Vote taken, Motion carried to approve minutes as is.
- V. **Discuss Draft Council Agenda Report on recommendations for improving the Living Wage Program:**

Allen Williams makes a motion that an alternative recommendation be accepted: to eliminate the Living Wage Ordinance. Vote was seconded by Gabe Dominocielo. After discussion and opposition from committee members Dick Flacks and Anna Kokotovic, Allen allowed Gabe to substitute his motion. Gabe made motion that Allen's Alternative Recommendation be included in the report that is submitted to Council. Vote was taken and motion carried.

Allen will email his alternative recommendation to staff to include it in the final report to Council.

Each recommendation of the majority recommendation was then discussed and changes are included below. Also, the committee authorized the Finance Director and staff to reorganize the report to shorten the length.

1. Lower the Living Wage dollar threshold to zero. No change.

2. Simplify the eligibility for the lower wage tier. Modify recommendation to direct staff to develop a plan to make bidding more equitable by recognizing firms may insure their employees but the insurance plans will not be substantially equivalent to the City's plans and qualify them for the lower wage tiers.
3. Implement Fines: Modify to say firms can be fined for poor recording keeping; not able to demonstrate compliance.
4. Non-Profit Exemption: Clarity that any non-profit responding to a bid subject to Living Wage must pay Living Wage.
5. Pay all City Workers the Living Wage. This recommendation will not be supported by staff due to the cost implications.
6. Consider Full Cost. The City considers fully loaded costs (i.e., wages,, benefits, etc.) when evaluating bringing services in-house.
7. PSA: Change recommendation to direct staff to investigate cost effective ways to increase awareness of the Living Wage Ordinance.

Another meeting will be scheduled to review and approval the report after the revisions by Finance Director and staff has been completed. The committee expressed that they would like the report to be completed and presented to council as soon as practical.

VI. Adjournment: 6:45 P.M.