



**City of Santa Barbara**  
**LIVING WAGE ADVISORY COMMITTEE**  
**MEETING MINUTES**

for

Wednesday, September 18, 2019

3:30PM

City Hall, Room 15

735 Anacapa Street, Santa Barbara, California

[www.SantaBarbaraCA.gov](http://www.SantaBarbaraCA.gov)

I. Call to order: **3:30pm**

- II. Roll Call  Richard Flacks, Vice Chair  Anna Kokotovic, Chair  
 Carrie Kelly  Mario Quezada  
 Gregory Freeland  Irene Ann Robinson

Council Liaison:  Oscar Gutierrez

Staff:  Greg Corral  Bill Hornung  Caroline Ortega

III. Public comment:

**No public comment but attendance by SEIU reps: Thomas Welch, Laura Robinson and Brad Klein.**

IV. Review and approve the June 19, 2019 meeting minutes

**Unanimously approved.**

V. Old Business

- a. Committee Members Status Update  
**All current committee members have been sworn in. Committee is still looking to fill the vacant "owner or a manager of a business operating within the City"**
- b. Single Wage Tier Update  
**Committee agreed to move forward with the single wage tier although they do not agree with City staffs non-support of item 2 which is to remove non-profits from the exemption status. Dr. Flacks feels it would be good to have a member or multiple members of the committee to speak at the Council meeting to support the Committees view on item 2.**
- c. Attendance Policy  
**Committee members are in full support of the new Attendance policy.**

AMERICANS WITH DISABILITIES: If you need auxiliary aids or services or staff assistance to attend or participate in this meeting, please contact the Finance Department at 564-5334. If possible, notification at least 48 hours prior to the meeting will usually enable the City to make reasonable arrangements. Specialized services, such as sign language interpretation or documents in Braille, may require additional lead time to arrange.

REPORTS: Copies of documents relating to agenda items are available for review in the Finance Department at City Hall, and agendas and reports are also posted online at [www.SantaBarbaraCA.gov](http://www.SantaBarbaraCA.gov). Materials related to an item on this agenda submitted to the Living Wage Advisory Committee after distribution of the agenda packet are available for public inspection in the Finance Department located at City Hall during normal business hours.

- d. City of Santa Barbara Hourly Employee Discussion  
**Committee members feel that the City of Santa Barbara should be paying all hourly employees a living wage since the City requires outside contractors to comply with the ordinance. Committee and SEIU members discussed some of the barriers involved in the process but would like to take an amendment to Council in the future to ensure the City leads by example and follows the ordinance. SEIU members feel some departments should be using full time employees for work done by rotating part time employees as their hours run out. Committee would like to hear from hourly workers. Tom and Brad would like to comply but they have not been able to find someone as of yet due to timing issues or workers not wanting to get involved.**

## VI. New Business

- a. City Clerk to discuss Non-Discrimination/Harassment Policy  
**Sarah Gorman came and addressed all Committee Members and Staff of the Non-discrimination Policy and Complaint Procedure.**
- b. Future Agenda Items  
**A: Single Wage Tier Update**  
**B: City of Santa Barbara Hourly Employee Discussion**  
**C: Future Agenda Items**

## VII. Adjournment: 4:54pm

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