

LIVING WAGE NOTICE

You are responsible for notifying your employees through distributing this notice to your employees assigned to the City of Santa Barbara's accounts and/or posting this notice in common area(s) such as break rooms. The company you are working for has a contract (or contracts) with the City of Santa Barbara that is subject to the Living Wage requirements.

Effective from July 1, 2016, through June 30, 2017, the current rate for minimum compensation to employees is:

- 1. \$17.25 per hour if no qualifying benefits are provided.**
- 2. \$14.78 per hour if Basic Medical Insurance is provided at no cost to the employee and Compensated Holidays.**
- 3. \$13.55 per hour if in addition to the benefits in 2 above an approved Supplemental Employee Benefits as shown in Section 2.C below.**

If you believe that there has been a violation of any provision of these regulations or the City's Living Wage Ordinance, please report such acts to the City along with any pertinent records that will assist the City in its investigation. The City will investigate the claim of violation and determine whether a violation of the Living Wage Ordinance is apparent or not. Employee Grievance Forms for reporting perceived violations are available from the Purchasing Department, at 310 E. Ortega St. or call 805-564-5349 to request a form.

Upon receipt of notice of a possible violation, the City shall notify the Service Contractor of the complaint and shall seek a mutually acceptable resolution within twenty (20) days from receipt of the complaint form. If resolution is not accomplished, the City shall make a determination regarding the alleged violation and advise the Employee of how he or she may pursue their right to a legal action to determine whether a violation has occurred or not.

If the City determines that there has been no violation of the City's Living Wage Ordinance, the City Finance Director shall issue a written notice of its determination to both you and the Service Contractor. However, the making of such a determination shall not preclude you from initiating legal action seeking a legal determination that a violation of SBMC Chapter 9.128 has occurred.

Service Contractors shall not discharge, reduce the compensation of, or otherwise discriminate against or retaliate against, you for making a complaint to the City, participating in any of its proceedings, using any civil remedy to enforce your rights, or otherwise asserting your rights under these regulations or SBMC Chapter 9.128.

If you feel that you are being retaliated against (such as termination, reduction in wages or benefits or adverse changes in working conditions) for alleging contractor non-compliance with these regulations, you may report the alleged retaliation in the same manner as the initial complaint.