

Social & Economic Justice Commission Recommendations

- Living Wage ordinance applied to City employment, as well as certain City contracts. Estimated cost: \$70,000 if applied to all city staff including part-time/temporary employees. Staff analysis: Many of the City's part-time temporary employment opportunities are for high school youth. In addition to direct costs, it has an indirect cost impact to other employee salaries.
- City provided special event insurance for residential block parties. These are block parties separate from the city-sponsored Movie Nights and National Night Out, where neighborhood arrange, set up, and monitor their block parties, including placement of barricades and use of the city street without city supervision. City sponsored coverage is recommended by the Commission. Estimated cost: \$3,500, depending on number of block parties. Staff analysis: A cost sharing of special event insurance between the neighborhoods and the City is consistent with the City Council goal of safe, diverse and engaged neighborhoods.
- Change in City Council health insurance coverage to be consistent with City employee coverage. Recommended by the Social & Economic Justice Commission. Estimated savings: \$3,500 to \$25,000. Staff analysis: City employee health insurance is capped at the Kaiser rate, and employees are offered a contribution to deferred compensation in lieu of health insurance in the amount of a single Kaiser coverage upon proof of insurance. Capping the rate would currently achieve an annual savings of \$3,500; providing in-lieu contribution could save an estimated \$25,000, or more, depending on number of participants.