

8. NEW BUSINESS

8-1. Living Wage Ordinance

(File #100-30)

The Assistant City Administrator stated that the Social & Economic Justice Commission (SEJC) presented its recommendations to the City Council in June, 2009, to adopt a Living Wage Ordinance. Council requested that the City Attorney draft an ordinance, based on the SEJC criteria, which was presented to the SEJC who passed the Ordinance.

According to the City Attorney, this Ordinance substantially follows the format of ordinances already adopted in other jurisdictions. As drafted, the Ordinance applies to service contractors and subcontractors who enter into a service contract with the City of \$25,000 or over per fiscal year, as well as to City financial aid recipients who receive direct assistance from the City in the amount of more than \$100,000 per fiscal year.

The wage rate is a minimum of \$11.93 per hour including wages and health benefits paid by the employer. If no health benefits are provided, the rate is \$13.54 per hour and the amount would be adjusted annually based on the Consumer Price Index.

Margie Marks, Chair SEJC, gave a report and went over all the statistics in the report and urged the Council to adopt the Ordinance.

The following people spoke: Caryl O'Keefe, Albany resident; Brian Parsley, SEJC.

A summary of the comments is as follows: Expressed concern that some of the City's employees are under living wage amount and urged the City to make adjustments before the Ordinance went into effect. Also would like to have seen additional data from the SEJC, including how much this Ordinance would cost the City. Thanked Margie Marks for all her hard work on this item and supported the Ordinance but asked that Council not vote tonight but have staff come back with additional information.

The Assistant City Administrator stated that the categories of employee under the Living Wage amount are part-time temporary and no full time employees. The Assistant City Administrator commented that staff is going to have to come up with a way to track contracts.

Council Member Lieber thanked the SEJC for the great start and noted he is a great supporter of unions and the City should be moving forward to include all City employees and to include the bargaining groups if a contract expires. Council Member Lieber stated that he would like to see the City move forward to cover employees who are not in the union.

Council Member Wile expressed concern that not all the data was presented and believe more time should be taken to think this through. Council Member Wile stated that she does support the Ordinance in principle but would like to see the fiscal implications.

Council Member Thomsen agreed that the financial research needs to be gathered and also has concerns about the time line for staff.

Council Member Javandel agreed with the other Council Members that this is a good idea but would like to see the financial impact to the City.

8-1. Living Wage Ordinance

Mayor Atkinson agreed that the financial information needs to be reviewed by the Council.

Council Member Lieber agreed that it was not unreasonable to have the information and would support sending this back to staff for additional financial information, present to the SEJC for its review. Council Member Lieber stated that the

City does need to set an example by having all its employees meet the Living Wage standard.

Council Member Thomsen asked what would be a reasonable time line and was informed by staff that after the first of the year would be good.

MOTION:

Moved by Council Member Lieber, seconded by Council Member Javandel to refer this item back to staff for financial analysis, including City employees covered by the Ordinance and send it back to the SEJC for its review. The information is to come back to Council after the first of the year.

AYES: Council Members Javandel, Lieber, Thomsen, Wile & Mayor Atkinson

NOES: None ABSENT: None

Motion carried and so ordered.