

Albany Living Wage Recommendations

AMOUNT: Minimum hourly wage of \$11.93 per hour with health benefits paid by the employer and \$13.54 per hour with no health benefits. The amount would be adjusted annually based on the Consumer Price Index. The figure of \$11.93 came from the Poverty in America website which has a calculator for each county. There was a \$1.61 added per hour for health benefits. This figure was achieved by taking the average of what other cities with Living Wage Ordinances in the Bay Area were adding for health benefits. The low was Richmond at \$1.50 an hour and the high was Emeryville at \$2.50 per hour. Emeryville was left out of the calculations because no other city came close to the \$2.50 per hour. The highest city after Emeryville was Berkeley which adds \$1.73 per hour.

EXTRAS:

- There will be no retaliation against any employee who files a complaint with the City of Albany based on the Living Wage Ordinance
- No others at this time, but would like to see paid time off added in the future

COVERAGE: *RECOMMENDED AS A STARTING POINT*

- \$25,000 contract with the city and at least 10 employees working a minimum of 20 hours per week (for profit)
- \$100,00 contract with the city and at least 10 employees working a minimum of 20 hours per week (nonprofits)
- \$100,000 City Financial Aid Recipients
- \$350,000 gross receipts for lessors, licensees, concessionaires and 25 employees or more, not volunteers

ENFORCEMENT:

- Employers and Employees would have to be notified in writing (a posting in the workplace could suffice for employees and a posting on the city website would suffice for employers)
- If an employee believes their rights under the provisions of the Living Wage Ordinance have been violated, they can file a complaint, in writing with the Social Justice and Economic Commission. That complaint would be put on the agenda of the next meeting of the Commission that meets any city meeting agenda notice requirements. The employer against whom the complaint is filed will be notified within two business days of the City of Albany

receiving the complaint and given the opportunity to attend the meeting to speak regarding the complaint. Any decision of the Commission will be forwarded to the City Council for final approval.

- The city shall have an annual payroll reporting requirement for businesses which have contracts with the city and meet the Living Wage Ordinance Guidelines.
- Penalties for violation of the ordinance would be determined by the council and staff