



County of Santa Cruz

GENERAL SERVICES DEPARTMENT

701 OCEAN STREET, SUITE 330, SANTA CRUZ, CA 95060-4073

(831) 454-2718 FAX: (831) 454-2710 TDD: (831) 454-2123

BOB WATSON, DIRECTOR

July 25, 2002

AGENDA: August 6, 2002

Board of Supervisors
COUNTY OF SANTA CRUZ
701 Ocean Street
Santa Cruz, CA 95060

LIVING WAGE ORDINANCE AMENDMENT

Dear Members of the Board:

On May 21, 2002, your Board considered a status report on the Living Wage Program, adjusted the minimum hourly living wage, and directed staff to return on this date with an amended ordinance incorporating a set month as the basis for indexing the living wage. Your Board also directed that the Living Wage ordinance be amended to designate a member of the Board to meet once a year with a member of each of the other Living Wage jurisdictions in the county in order to establish the Living Wage index.

Attached is an amendment to the Living Wage ordinance incorporating those directions. The proposed amendment establishes that the October to October period of the Consumer Price Index will be used as the indexing period for adjustments to the living wage. The proposed amendment also designates the Board chair, or his or her designee, to meet with other Living Wage jurisdictions in order to attempt to develop a common living wage and indexing period based on the Consumer Price Index. Additionally, prior to this time, the living wage has been adjusted by Board motion. The proposed amendment would establish that the Board would set and adjust the living wage by resolution instead of having to amend the ordinance each time an adjustment may be made.

On a related matter, staff from the General Services Department have met with representatives of the Coalition for a Living Wage to develop criteria for supporting documentation and guidelines for recommendations for exemptions to the Living Wage ordinance. The meetings have been productive and we are continuing to share information and ideas in order to further refine the criteria for exemption requests. We anticipate that we will be able to return to your Board with recommended guidelines on or before August 27, 2002.

It is therefore RECOMMENDED that your Board approve the attached ordinance in concept and place it on your August 13, 2002 agenda for final action.

Very truly yours,

BOB WATSON
Director

RECOMMENDED:

SUSAN A. MAURIELLO
County Administrative Officer

cc: County Counsel Coalition for a Living Wage
All Department Heads

ORDINANCE NO. _____

ORDINANCE AMENDING SECTION 2.122.020
TO THE SANTA CRUZ COUNTY CODE RELATING TO
A LIVING WAGE

The Board of Supervisors of the County of Santa Cruz ordains as follows:

SECTION I

Section 2.122.020 of the Santa Cruz County Code is hereby amended to read as follows:

2.122.020 LIVING WAGE REQUIREMENT.

(a) Covered employees shall be paid a living wage,

(b) The “living wage” to be paid to employees pursuant to the requirements of this Chapter shall be a minimum hourly wage ~~of \$11.00 with employer sponsored benefits or \$12.00 without employer sponsored benefits, until adjusted by further action of the Board of Supervisors annually~~ set by resolution of the Board of Supervisors after consideration of the annual cost of living increase as measured by the San Francisco-Oakland-San Jose area Consumer Price Index, Table 6 - Consumer Price Index for Urban Wage Earners and Clerical Workers, per cent change for the period from October to October. The Chairperson of the Board of Supervisors, or his/her designee, shall meet once a year with representatives appointed by each of the other jurisdictions in Santa Cruz County who have adopted living wage ordinances to recommend a uniform Living Wage, based on the Consumer Price Index. Any adjustments made to the minimum hourly wage shall become effective the following July 1st, or on such other date as specified in the resolution setting the wage.

(c) “Benefits” as used in this section means all of the following at a minimum, provided by employer: twelve days compensated sick and vacation leave (combined) annually for full-time employees, prorated for employees working less than full time; payment of at least \$1.00 per hour toward health insurance for the employee. No covered employer will fund wage increases required by this Chapter, or otherwise respond to the provisions of this ordinance, by reducing the health insurance, pension, vacation, or other non-wage benefits of any of its employees.

(d) Amendments to this Chapter concerning the definition of living wage shall apply to contracts entered into or extended following the effective date of such

amendments.

SECTION II

This ordinance shall take effect on the 31st day after the date of final passage.

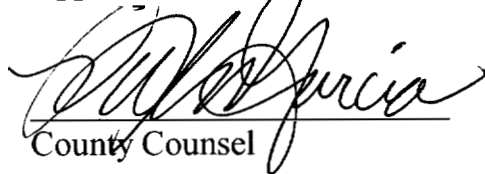
PASSED AND ADOPTED this ____ day of _____, 2002, by the Board of Supervisors of the County of Santa Cruz by the following vote:

AYES: SUPERVISORS
NOES: SUPERVISORS
ABSENT: SUPERVISORS
ABSTAIN: SUPERVISORS

Attest: _____
Clerk of the Board

Chair of the Board of Supervisors

Approved as to Form:



County Counsel

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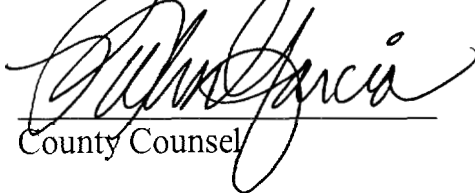
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Approved as to Form:



County Counsel