

Amendments to Living Wage Ordinance – April 2024

LWO Section	Provision	BOS Date(s)	Board Consensus
2-375(f)(1)	Include or exclude County employees in LWO	10/18/22	<ul style="list-style-type: none"> Continue to include County employees in the LWO for the hourly wage rate only County employees excluded from any LWO benefits provisions as they are covered in collective bargaining agreements
2-375(f)(1)	Location of living wage-covered employees	10/18/22	<ul style="list-style-type: none"> LWO applicable to only those covered employees who live in the US
2-375(h)(5)	Exemption for emergency contracts	10/18/22	<ul style="list-style-type: none"> Express emergency contract exemption language added
2-376.1	Lessees and Concessionaires <u>except</u> at Fair	6/12/23	<ul style="list-style-type: none"> LWO is applicable to lessees, concessionaires, or franchisees which, at all locations, employ 25+ employees overall <u>and</u> have \$350,000 or more in annual gross receipts
2-376.1(d)	LWO Applicability to Fair	3/26/24	<ul style="list-style-type: none"> Fair temporary employees to be paid living wage rate only (“exception to the exemption”) Full applicability of LWO to Fair lessees and service providers Fair vendors or concessionaires exempt from LWO Fair permanent employees, as County employees, are exempt per 2-377(e)
2-377(d)	Living Wage COLA	10/18/22 6/12/23	<ul style="list-style-type: none"> Automatic annual adjustment with methodology as follows: annual COLA to increase the hourly rate at the same rate as the October CPI-U with no specified cap. CAO and BoS discretion to cancel, reduce, etc. any increase in any given year. Change effective date for any rate change from January 1 to July 1 Periodic review and potential adjustment of the living wage rate every four years that is separate from the annual COLA increase
2-380(b)	Model language	10/18/22	<ul style="list-style-type: none"> Covered employers required to use the LWO employee notices issued by the County

2-380(c)	Responsible bidder	10/18/22 6/12/23	▪ Additional language
2-380(d)	Hours for part-time employees	10/18/22 6/12/23	▪ “Best effort” language added
2-380(e)	Paid Time Off (PTO)	6/12/23	▪ Covered employees earn at least one hour of compensated time off per 20 hours worked, up to a maximum of 12 days earned per year. Requires 90-day employment prior to taking any paid leave.
2-386	Employee retention	10/18/22 6/12/23	▪ “Best effort” language retained
2-389	Labor neutrality	9/12/23	▪ Repealed