

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	<ul style="list-style-type: none"> ▪ Additional language
2-380(d)	Hours for part-time employees	10/18/22 6/12/23	<ul style="list-style-type: none"> ▪ “Best effort” language added
2-380(e)	Paid Time Off (PTO)	6/12/23	<ul style="list-style-type: none"> ▪ 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	<ul style="list-style-type: none"> ▪ “Best effort” language retained
2-389	Labor neutrality	9/12/23	<ul style="list-style-type: none"> ▪ Repealed