



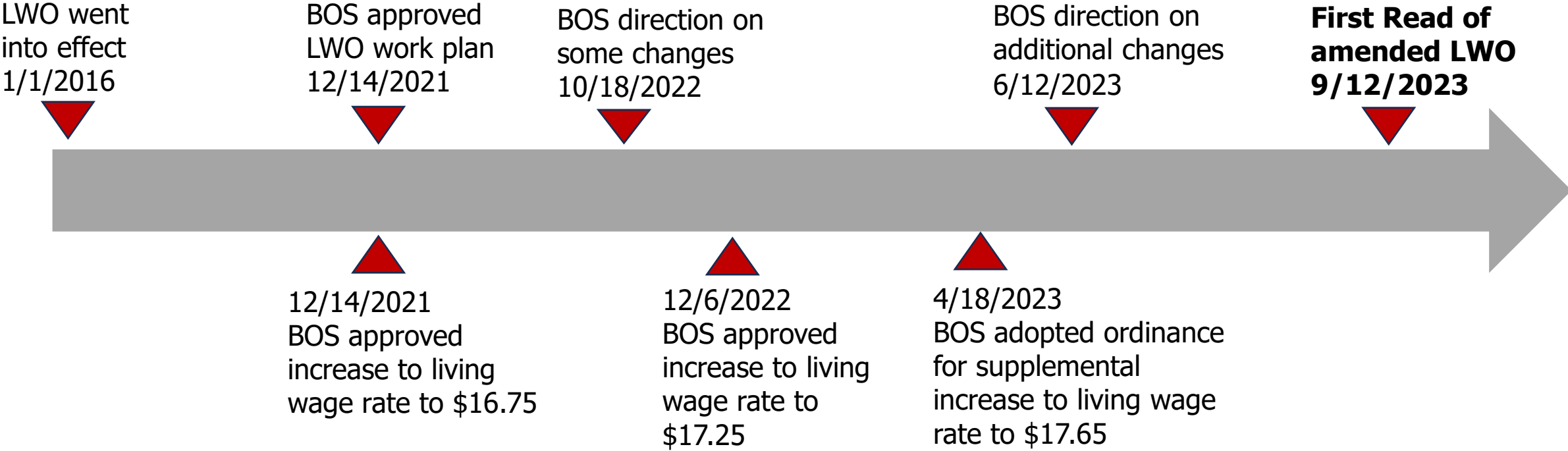
Living Wage Ordinance Amendments

September 12, 2023

Recommended Action

- Consider potential ordinance amendments and adopt a resolution introducing, reading the title of, and waiving further reading of an ordinance to amend Sonoma County Code Chapter 2, Article XXVI, "Living Wage." (First Read)

Living Wage Ordinance (LWO) Timeline



Board Consensus

1. Continue to apply LWO wage rates to County employees but otherwise remove them from LWO coverage
2. Exempt emergency contracts
3. Revise formula and process for LWO wage rate adjustments
4. Expand application to include certain lessees, licensees, concessionaires and other users of County real property
5. Add a requirement of 12 days paid time off
6. Add a best-efforts requirement for offering work hours to existing part-time employees
7. Establish incentives for covered employers to retain existing employees during contract transitions

Consideration #1

Categorical exclusion of all employees who are covered by any collective bargaining agreement (CBA)

- Per Board direction, County employee benefits are represented through employees' respective collective bargaining agreements (CBA), not through LWO provisions

Proposal:

Amend exemption language in Sec. 2-376(c)(12) to cover all instances of CBA's

Consideration #2

The Ad Hoc recommends consideration of an additional threshold for lessees and concessionaires based on the number of cumulative days on County property

- Breadth of uses of County property
- Many small and local businesses for which LWO would be burdensome
- Previous Board direction established a threshold of “over \$350,000 in gross receipts from all sources and over 25 employees in company size”

Consideration #2 (continued)

Additional threshold for lessees and concessionaires

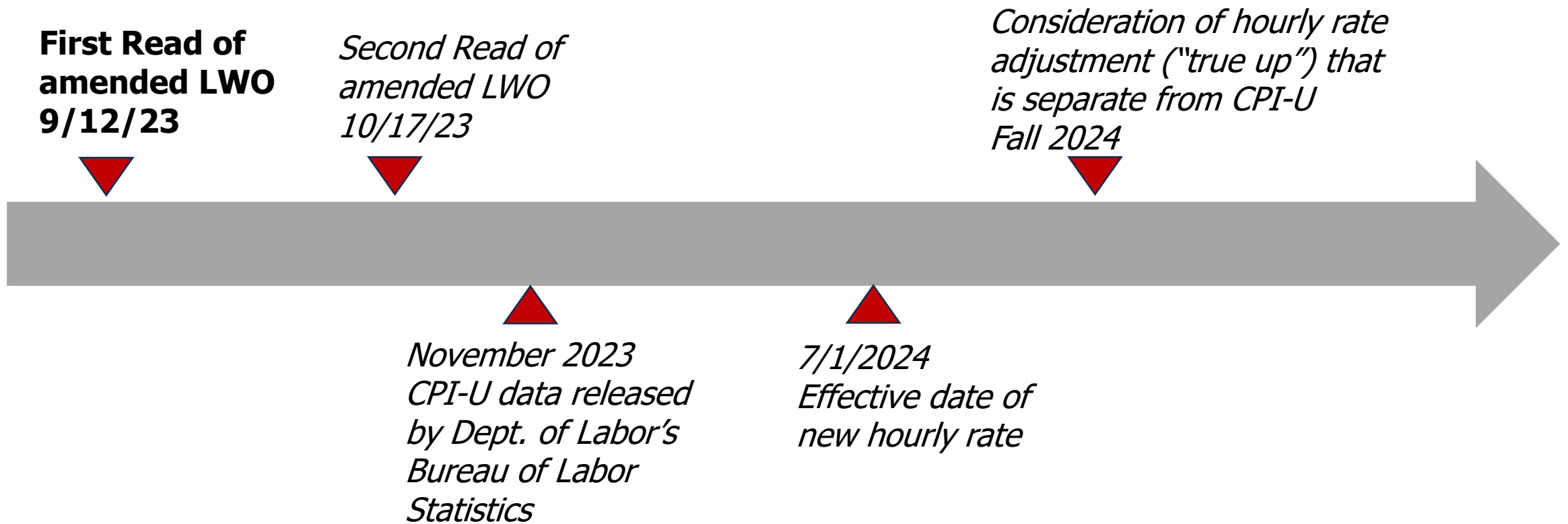
Proposal:

Only users of County property of over 60 days per year and who also meet the other proposed criteria would have the living wage ordinance applied to them (e.g., year-round lessees)

Recommended Action

- Consider potential ordinance amendments and adopt a resolution introducing, reading the title of, and waiving further reading of an ordinance to amend Sonoma County Code Chapter 2, Article XXVI, "Living Wage." (First Read)

Anticipated Timeline



CPI-U = Consumer Price Index for All Urban Consumers (Bay Area)