



County of Sonoma

State of California

Date: December 12, 2023

Item Number: _____

Resolution Number: _____

4/5 Vote Required

Concurrent Resolution of the Board of Supervisors of the County of Sonoma, the Board of Directors of the Sonoma County Water Agency, the Board of Commissioners of the Community Development Commission, the Board of Directors of the Sonoma County Agricultural Preservation and Open Space District, and the Board of Directors of the Northern Sonoma County Air Pollution Control District

WHEREAS, on December 15, 2015, the Board of Supervisors of the County of Sonoma ("County") adopted Ordinance No. 6139, establishing the payment of a living wage in certain circumstances to employees engaged in providing services to or performing work funded by economic development assistance from the County and establishing procedures and policies to implement and administer said ordinance; and

WHEREAS, Ordinance No. 6139, as set forth in Sonoma County Code section 2-377(d), prescribes a process for review of the hourly living wage rate by the County Administrator, including consideration of (i) the annual cost of living increase, if any, during the preceding year in the Consumer Price Index for all urban consumers in the San Francisco Area, as published by the U. S. Department of Labor, Bureau of Labor Statistics in October of each year; (ii) the cost of living increase, if any, granted to all county employees; and (iii) the prevailing financial conditions and general economic health of the county and the economy in general; and that any adjustment made to the minimum hourly living wage shall not exceed the lesser of the annual increase in the cost of living as measured by said Consumer Price Index or the cost of living increase granted to all county employees;

WHEREAS, the current living wage rate for covered employees is \$17.65 per hour; and

WHEREAS, the County Administrator has determined, based on said criteria and other relevant information, that the hourly living wage rate should be increased to \$18.10 per hour; and

WHEREAS, the Sonoma County Water Agency, the Community Development Commission, the Sonoma County Agricultural Preservation and Open Space District, and

the Northern Sonoma County Air Pollution Control District are not subject to the provisions of County ordinances without formal action of their respective governing bodies; and

WHEREAS, the Sonoma County Water Agency, the Community Development Commission, the Sonoma County Agricultural Preservation and Open Space District, and the Northern Sonoma County Air Pollution Control District each concur that the hourly living wage rate should be increased and effective as to their respective agencies.

Now, Therefore, the Board of Supervisors of the County of Sonoma, the Board of Directors of the Sonoma County Water Agency, the Board of Commissioners of the Community Development Commission, the Board of Directors of the Sonoma County Agricultural Preservation and Open Space District, and the Board of Directors of the Northern Sonoma County Air Pollution Control District hereby concurrently resolve as follows:

- a. That, in accordance with Sonoma County Code Section 2-377 and as otherwise permitted in accordance with Ordinance 6139, the Living Wage Rate required under the County's Living Wage Ordinance (Sonoma County Code Chapter 2, Article XXVI – Living Wage) is adjusted and increased to be no less than eighteen dollars and ten cents (\$18.10) per hour, on the terms and conditions as set forth in the Board summary accompanying this Resolution. All references to the required "living wage" rate, including in Sonoma County Code Section 2-377(b), shall mean no less than the increased amount adjusted hereby and as stated herein.
- b. That, based on the issues and considerations with regard to the wage increase, including ensuring effective implementation and mitigating any impacts as to such, it is found and determined that a limited phase-in of the living wage rate increase is in and will further the public interest, including by minimizing County staffing impacts, providing adequate notice to and time for implementation by covered contractors and employers, and balancing the benefits of the living wage against the costs and any economic hardship of impacts related to the living wage increase.

Be It Further Resolved that the Clerk of the Board is designated as the custodian of the documents and other materials, which constitute the record of proceedings upon which the decision herein is based. These documents may be found at the office of the Clerk of the Board, 575 Administration Drive, Room 100-A, Santa Rosa, California, 95403.

Passed and approved at a regular meeting of the Board of Supervisors of the County of Sonoma on the 12th day of December 2023.

Supervisors:

Gorin: Rabbitt: Coursey: Gore: Hopkins:

Ayes: Noes: Absent: Abstain:

So Ordered, for County of Sonoma.