

ORDINANCE NO. ()

AN UNCODIFIED ORDINANCE OF THE BOARD OF SUPERVISORS OF THE COUNTY OF SONOMA, STATE OF CALIFORNIA, PROVIDING FOR A CERTAIN INCREASE TO THE COUNTY'S LIVING WAGE RATE AND EXCEPTING CERTAIN LIVING WAGE RATE STANDARDS

The Board of Supervisors of the County of Sonoma, State of California, ordains as follows:

Section I. Findings. In enacting this uncodified ordinance the Board of Supervisors makes the following findings:

- (a) Due to recent extreme economic circumstances, including the Covid-19 pandemic and pervasive inflation, the costs of living in Sonoma County and the surrounding Bay Area have dramatically increased in the past few years, above what was already a high local cost of living;
- (b) Estimates and official inflationary indexes, including the Department of Labor's Bureau of Labor Statistics' Bay Area Consumer Price Index for All Urban Consumers (CPI-U), have concluded that as of October 2022, the local cost of living increased at least six percent (6%) over the previous year. Additional increases are being experienced and expected over the course of at least the next year;
- (c) For those workers covered by the County's Living Wage Ordinance (codified at Sonoma County Code section 2-373 et seq.), adjusting the living wage rate in light of inflationary increases serves to support the sustenance, health, and welfare of covered workers and the reliable, quality delivery of services to the County on covered contracts;
- (d) The Living Wage Ordinance allows for adjustments to the required living wage rate. Under Sonoma County Code section 2-377, adjustments are limited to the lesser of the then-current Consumer Price Index increase or the cost of living increase granted to all County employees. The Living Wage Ordinance also provides that any adjustment shall be effective on January 1 of any given year.
- (e) County employees were last granted a cost of living increase of 2.74 percent, in early 2022. Negotiations with County employee bargaining groups regarding cost of living adjustments is currently underway, but no further cost of living increase has yet to be granted;
- (f) In December 2022, the Board of Supervisors increased the required living wage rate 2.74 percent. However, due to extenuating and extreme economic conditions in the local area, a further, immediate increase to the required living wage rate above the existing statutory limit is appropriate and needed, including in part to meet the goals and purpose of the Living Wage Ordinance.

Section II. Notwithstanding the County employee cost of living increase limit and the January 1 timing requirement for living wage rate adjustments as set forth in Sonoma County Code section 2-377(d), the current living wage rate under the County's Living Wage Ordinance shall be further increased by 2.26 percent, to bring the living wage rate required under Sonoma County Code section 2-377(b) to \$17.65 per hour, effective on July 1, 2023. Further requirements that any living wage rate adjustment be adopted by resolution of the board of supervisors is also hereby waived and excepted.

Section III. Unless as expressly stated in Section II above, all other provisions of the Living Wage Ordinance remain unchanged and in effect.

Section IV. If any section, subsection, sentence, clause, or phrase of this Ordinance is for any reason held to be unconstitutional or invalid, such decision shall not affect the validity of the remaining portion of this Ordinance. The Board of Supervisors hereby declares that it would have passed this Ordinance and every section, subsection, sentence, clause or phrase thereof irrespective of the fact that any one or more sections, subsections, sentences, clauses or phrases be declared unconstitutional or invalid.

Section III. This Ordinance shall be and the same is hereby declared to be in full force and effect from and after thirty (30) days after the date of its passage and shall be published once before the expiration of fifteen (15) days after said passage, with the names of the Supervisors voting for or against the same, in *The Press Democrat*, a newspaper of general circulation published in the County of Sonoma, State of California.

In regular session of the Board of Supervisors of the County of Sonoma, introduced on the 21 day of March, 2023, and finally passed and adopted this X day of X, 2023, on regular roll call of the members of said Board by the following vote:

SUPERVISORS:

Gorin: Rabbitt: Gore: Hopkins: Coursey:

Ayes: Noes: Absent: Abstain:

WHEREUPON, the Chair declared the above and foregoing Ordinance duly adopted and

SO ORDERED.

Chair, Board of Supervisors
County of Sonoma

ATTEST:

Christina Rivera,
Clerk of the Board of Supervisors