



County Administrator's Office

Living Wage Ordinance

September 21, 2021

Living Wage Ordinance – Prior Board Actions

- November 24, 2014: Accepted a report on strategies to reduce poverty in Sonoma County and directed the County Administrator to return with a Living Wage Ordinance
- June 9, 2015: Accepted an update on investments in poverty reduction strategies and adopted a resolution to introduce and waive the reading of the proposed ordinance
- August 11, 2015: Formed a Living Wage Ad Hoc to study the Living Wage Ordinance provisions
- December 8, 2015: Adopted the County's Living Wage Ordinance



Living Wage Ordinance

- Established \$15 per hour base hourly wage effective July 1, 2016 for County employees, for-profit contractors, and economic development assistant recipients
- Gradual implementation path for non-profits, with a July 1, 2019 effective date of \$15 per hour (without benefits)



Bay Area Counties with LWO's

- San Francisco
- Santa Cruz
- Marin
- Santa Clara
- Sonoma



Recommended Actions

- Consider an increase to the current \$15 per hour living wage commensurate with the 3.2 percent increase in the Consumer Price Index for All Urban Consumers (CPI-U)
- Direct staff on areas of further evaluation and analysis for the Living Wage Ordinance

