PRESENTATION ON
ESTABLISHING A LOCAL
MINIMUM WAGE

Community Meeting
September 21, 2015

STRATEGIC PLAN UPDATE

In March 2015, the City Council included establishing a local “living wage” as a strategy towards achieving the goal of “Ensuring the public’s health and safety”

What is Ensuring Opportunity?

A collaborative effort to end poverty in Contra Costa County by addressing structural causes at the policy level.

www.cutpovertycc.org

6 Campaign focus areas

CONTRA COSTA FAMILY OF FOUR

$23,850 = 2014 Federal Poverty Level
(12.5% of CCCo. residents ~131,800 men, women, children)

$37,440 = Two full-time jobs at current minimum wage
$41,600 = “” at minimum wage in 2016

$71,711 = Contra Costa Self-Sufficiency Standard
$ needed to avoid relying on public assistance

$74,353 = Contra Costa Median Family Income (2012)
COUNCIL STUDY SESSION

On August 18, 2015, the Council held a study session including:

- Panel of guest speakers
- Public comments
- Direction to staff to draft an ordinance creating a local minimum wage of $15/hr by either 2018 or 2020 to support low-wage earners in our community.

LOCAL MINIMUM WAGES

26 Cities/Counties have local minimum wages:

In California:
- Berkeley
- Emeryville
- Los Angeles (City of)
- Los Angeles County
- Mountain View
- Oakland
- Richmond
- San Diego
- San Francisco
- San Jose
- Sunnyvale

PROPOSED NOTICE POSTING AND RECORD KEEPING PROVISIONS

- Employers would be required to post regarding the wage rates and employee rights, and maintain payroll records for a certain number of years.
- City would provide wage bulletin to employers in multiple languages.

PROPOSED ENFORCEMENT ACTIVITIES

Enforcement would be handled on a complaint-basis.
- Staff is researching the staffing needs to investigate and evaluate complaints for the program and research how other small cities are handling their programs
- Ordinance would also allow for proactive investigations that target industries with high rates of violations
- City would be interested in considering joining a County-wide effort if one is established

PROPOSED EDUCATION ACTIVITIES

The City will need to educate and inform the both local employers and workers:
- Outreach to all local businesses
- Use media to educate the public broadly
- Identify possible community groups and legal services providers to conduct worker outreach and education

How might the proposed ordinance affect businesses, especially small locally-owned businesses?
IDEAS TO SUPPORT “HOMEGROWN” BIZ

- What are the needs of locally-owned businesses?
- What are possible ways the City could support locally-owned businesses?

ADDITIONAL PAID SICK LEAVE

- Staff is researching Paid Sick Leave in other local wage ordinances
- May be considered in the future (separate ordinance)

PROCESS

- Outreach to Gather Community Input
- Draft Proposed Ordinance
- City Council Consideration – likely on November 3rd

Online: www.el-cerrito.org/wages

Webpage includes background information, meeting dates & link to online forum for comments

ADDITIONAL QUESTIONS?

COMMENTS OR FEEDBACK?

THANK YOU

Contact Information:
Suzanne Iarla,
Assistant to the City Manager
510-215-4318
siarla@ci.el-cerrito.ca.us
<table>
<thead>
<tr>
<th></th>
<th>$15/hr by 2018</th>
<th>$15/hr by 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016:</td>
<td>$11.00</td>
<td>$11.00</td>
</tr>
<tr>
<td>2017:</td>
<td>$13.00</td>
<td>$12.00</td>
</tr>
<tr>
<td><strong>2018:</strong></td>
<td><strong>$15.00</strong></td>
<td></td>
</tr>
<tr>
<td>2018:</td>
<td></td>
<td>$13.00</td>
</tr>
<tr>
<td>2019:</td>
<td></td>
<td>$14.00</td>
</tr>
<tr>
<td><strong>2020:</strong></td>
<td><strong>$15.00</strong></td>
<td></td>
</tr>
</tbody>
</table>