

BEFORE THE BOARD OF COUNTY COMMISSIONERS

FOR MULTNOMAH COUNTY, OREGON

RESOLUTION NO. 99-186

Appointing a County Living Wage Work Group

The Multnomah County Board of Commissioners Finds:

- a. Reducing the number of residents living in poverty is an urgent benchmark for Multnomah County.
- b. Employees of non-profit social and human service agencies receive low wages and limited benefits. Some of these employees are recipients of County programs for low-income residents.
- c. Multnomah County desires to set an example and raise wages for employees whose current earnings are below the federal poverty level.
- d. The County Living Wage and Benefit project increased custodial and security employees wages and benefits, and improved contracted services.
- e. Expanding the categories of contracts covered will advance the County's goal of reducing poverty.
- f. Funding for social and human service agencies is complex and the County's ability to influence funding is limited.

The Multnomah County Board of Commissioners Resolves:

1. The Chair will appoint a steering committee to convene a living wage work group to collect information regarding wages and benefits of employees of County contractors and identify ways to raise these wages and benefits.
2. The work group meetings will be open to any who wish to attend. County Departments will designate liaisons. County contractors and living wage advocates will be invited to participate.
3. The Board requests the cooperation of County contractors in providing information regarding wages and benefits of employees.
4. The work group will report to the Board identifying the specific contracts and programs which employ the lowest paid workers and the funding sources for those programs.

5. The work group will identify programs where it may be possible to reduce the services provided and raise wages and benefits within existing funding.
6. The work group will identify programs where wages and benefits of employees may be raised by making those wages and benefits a scored item in a Request for Proposals process, and will work to implement changes where appropriate.
7. The work group will identify programs where the County may be able to partner with agencies to assist in providing improved health benefits to employees, and will work to implement changes where appropriate.
8. The work group will examine proposals for addressing workers' rights relating to County contracts and will provide information to the Board for consideration of such proposals.
9. The work group will examine contractor concerns about County policies that may restrict contractors' ability to pay higher wages and benefits and will provide information to the Board for consideration of those concerns.
10. The work group will investigate opportunities for the County to promote adequate wages and benefits for all social and human service workers and will provide information to the Board about such opportunities.
11. The work group will provide formal reports to the Board every six months and informal reports more frequently.

Adopted this 16th day of September, 1999.



REVIEWED:

Thomas Sponsler, County Counsel
For Multnomah County, Oregon

By Sandra N. Duffy
Sandra N. Duffy, Chief Assistant Counsel

BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

Beverly Stein
Beverly Stein, Chair