

BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

RESOLUTION NO. 98-165

Creating a Living Wage Policy for Multnomah County

The Multnomah County Board of Commissioners Finds:

- a. Reducing the number of County residents living in poverty is an urgent benchmark for Multnomah County.
- b. Multnomah County desires to set an example of responsibility and to raise the market level of wages for employees whose current earnings place them below the federal poverty level.
- c. The County's current Living Wage and Benefit project which was designed to increase contracted custodial and security employees wages and benefits, and improve the quality of these contracted services, has worked well in meeting all the projects goals.
- d. Further increasing wages and benefits and expanding the categories of contracts covered will advance the County's goal of reducing poverty.
- e. Employees of non-profit social and human service agencies continue to experience low wages and a lack of benefits. The County's ability to affect those wages is limited because the Oregon Legislature controls the funding for those contracts.

The Multnomah County Board of Commissioners Resolves:

1. Multnomah County's Facilities and Property Management Division (Division) is directed to insure that all new formal contracts for custodial and security services will include provisions which will insure non-supervisory contracted employees will receive a total hourly compensation (hourly wages plus hourly benefits package cost) of no less than \$9.00 per hour. Existing contracts will have these new provisions negotiated at time of contract anniversary.
2. On subsequent custodial and security contract anniversaries the minimum total compensation for non-supervisory employees will be increased by the

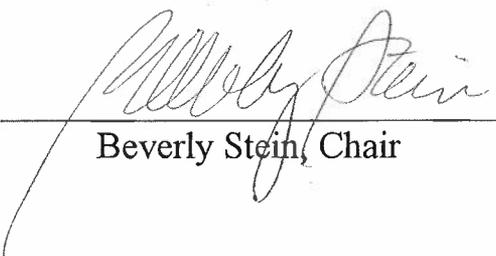
percentage increase in the Consumer Price Index for Portland urban wage earners.

3. The Division will implement proposed policies to: encourage custodial and security contractors to use full time employees, require new contractors to use a notification and interview process for employees displaced by a contract change and require contractors to post contract classification changes, benefit package descriptions and Earned Income Tax Credit information at each work-site at the start of each contract. The County will clarify its right to access contractor's work site and records pertaining to contracts.
4. When the next Request for Proposals for food services is prepared (no later than June 1, 2000) the Sheriff's Department and Purchasing Division will create provisions similar to the Custodial and Security contractors Living Wage and Benefit Project, to insure that food service contract non-supervisory employees receive a minimum total compensation as set forth in paragraphs one and two above.
5. Multnomah County will seek the support and cooperation of living wage advocates and together with them will bring a strong request to the 1999 Oregon Legislature for a substantial increase in wages and benefits for the employees of contractors that provides social and human services.

Adopted this 15th day of October, 1998.

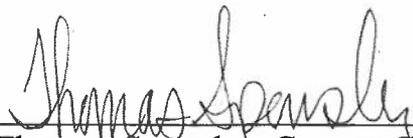


BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON


Beverly Stein, Chair

REVIEWED:

Thomas Sponsler, County Counsel
For Multnomah County, Oregon

By 
Thomas Sponsler, County Counsel