

BEFORE THE BOARD OF COUNTY COMMISSIONERS  
FOR MULTNOMAH COUNTY, OREGON

**RESOLUTION NO. 00-140**

Establishing the Living Wage Review Board

**The Multnomah County Board of Commissioners Finds:**

- a. Reducing the number of County residents living in poverty is a long-term benchmark goal for Multnomah County.
- b. Multnomah County desires to set an example of responsibility and to raise the level of wages and benefits for employees of County contractors. Increasing wages and benefits and expanding the number of employees covered will advance the County's goal of reducing poverty by raising the wages of the workers themselves and by increasing the quality of services provided.
- c. Some employees of County contractors do not receive health benefits from their employers and consequently have become clients of the County's health clinics. This represents a hidden cost of contracting.
- d. The County's current Living Wage and Benefit project which was designed to increase contracted custodial, security and food service employees wages and benefits, and improve the quality of these contracted services, has worked well in meeting living wage goals.
- e. The County's Living Wage Work Group, supported by the Evaluation and Research Unit, has studied the wages of employees of human services contractors and found that more than 4,000 workers are paid no more than \$10 per hour.
- f. Funding for human service agencies is complex and the County's ability to impact funding is limited. This requires careful consideration of all consequences of any change.
- g. In addition to janitorial, security, food service and human services there may be additional areas of County contracting where low wages are an issue. A deliberative process will assist in identifying those areas and determining the appropriate actions.
- h. The State Legislature and other funding bodies have responsibility for key budget decisions that impact wages and benefits. The County can and should collect and share information to assist those bodies in understanding the impact of their decisions.

**The Multnomah County Board of Commissioners Resolves:**

1. The Multnomah County Chair will appoint a Living Wage Review Board (LWRB) which will review proposed County contracts periodically and recommend to the Chair and

County Departments strategies for improving wages and benefits of employees of contractors.

2. Living Wage Review Board Membership will include County employees, County contractor management representatives, labor representatives, living wage advocates and citizens. There will be no fewer than 5 and no more than 9 members. Initial members will be appointed no later than October 1, 2000. Members will serve two-year terms. Terms will be staggered to provide continuity.
3. The Evaluation and Research Unit of the Budget and Quality Office of the Department of Support Services shall provide staffing for the LWRB.
4. Upon the appointment of the Living Wage Review Board, the Living Wage Work Group created by Resolution 99-186 will cease operations.
5. After July 1, 2001, no contract for more than \$50,000 will be executed unless it has been either reviewed or exempted from review by the LWRB.
6. LWRB will review all contracts over \$50,000 except those exempted by the following criteria:
  - A. Contracts will be exempted from review if they have minimal employment impact. Minimal employment impact means that three or fewer full time positions or equivalent part time positions can be reasonably expected to be funded by the contract.
  - B. Contracts will be exempted from review if all employees in positions funded by the contract can reasonably be expected to be paid at least \$12 per hour.
  - C. Contracts that are covered by prevailing wage laws will be exempted from review.
7. The Board of County Commissioners directs the LWRB to prioritize contracts where the County has substantial control of the funding for services or the County has the ability to reduce the quantity of services provided and redirect funding to increased wages and benefits for workers who provide services.
8. The Board of County Commissioners directs the LWRB to consider both absolute wage and benefit levels and wage and benefit levels relative to market rates for similar positions. In particular, the LWRB is directed to consider any relationship between wage and benefit levels and quality of services provided to clients or consumers.
9. The Board of County Commissioners directs the LWRB to consider and report on health benefits provided to and received by employees of County contractors.
10. On or before the first business day of March of each year, the LWRB will present to the Board of County Commissioners a Living Wage Impact Report. The Living Wage Impact

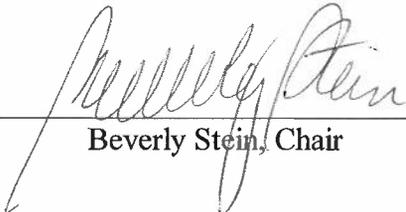
Report will present prioritized lists of budgetary or other actions that the Board of County Commissioners may take to increase wages or benefits for employees of contractors. The Chair will consider this report in developing the executive budget. The Board will take public testimony on living wage issues and the Living Wage Impact Report during public hearings on the budget.

11. The LWRB may recommend to the Board of County Commissioners that additional categories of contracts be added to the existing Living Wage and Benefit Program that now covers janitors, security guards and food service workers. Inclusion in the program would provide for a minimum level of total compensation and for the scoring of wages and benefits as part of any Request for Proposals process.
12. The County Chair shall issue Executive Rules to provide for timely review of contracts, requests for proposals and any other processes necessary for the LWRB to perform its duties.

ADOPTED this 31st day of August, 2000.

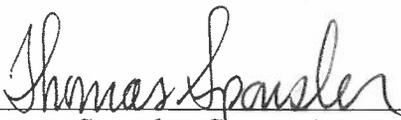


BOARD OF COUNTY COMMISSIONERS  
FOR MULTNOMAH COUNTY, OREGON

  
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Beverly Stein, Chair

REVIEWED:

Thomas Sponsler, County Attorney  
For Multnomah County, Oregon

By   
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Thomas Sponsler, County Attorney