

ORDINANCE NO. 2007-087

Adopted by the Sacramento City Council

November 20, 2007

**AMENDING TITLE 3 REVENUE AND FINANCE, CHAPTER 3.58 LIVING WAGE,
SECTIONS 3.58.030, 3.58.070, 3.58.110, AND 3.58.120 OF
THE SACRAMENTO CITY CODE**

BE IT ENACTED BY THE COUNCIL OF THE CITY OF SACRAMENTO:

SECTION 1.

Section 3.58.030 of the Sacramento City Code is amended to read as follows:

3.58.030 Living wage and health benefits.

A. Except as provided in subsection B of this section, a covered employer must pay its covered employees no less than the following rates for all hours worked for the city or while performing under a city contract:

1. If health benefits are provided to covered employees and the covered employer's contribution for the benefits is at least one dollar and fifty cents for each hour the covered employee is entitled by this chapter to a living wage, then the rates are as follows:

a. During 2007, the greater of ten dollars (\$10.00) an hour or nine dollars adjusted by the increase in the consumer price index for all urban consumers, San Francisco/Oakland/San Jose area (1982—1984=100) from January 1, 2004, through December 31, 2006.

b. For each year after 2007, the rate shall be based on the rate from the immediately preceding year adjusted by the increase in the consumer price index for all urban consumers, San Francisco/Oakland/San Jose area (1982—1984=100) from January 1 through December 31 of the immediately preceding year.

2. If health benefits are not provided to covered employees or if health benefits are provided but the covered employer's contribution for the benefits is less

than one dollar and fifty cents for each hour a covered employee is entitled by this chapter to a living wage, then the rates are as follows:

a. During 2007, the greater of eleven dollars and fifty cents (\$11.50) an hour or ten dollars and fifty cents (\$10.50) adjusted by the increase in the consumer price index for all urban consumers, San Francisco/Oakland/ San Jose area (1982—1984=100) from January 1, 2004, through December 31, 2006.

b. For each year after 2007, the rate shall be based on the rate from the immediately preceding year adjusted by the increase in the consumer price index for all urban consumers, San Francisco/Oakland/San Jose area (1982—1984=100) from January 1 through December 31 of the immediately preceding year.

3. In January of each year, the city manager shall determine the appropriate rate as practicable. Each city department that has city contracts shall give written notice of the rate so determined to the covered employers.

B. Notwithstanding subsection A of this section, the city council may waive, modify or alter the requirements of this chapter when amending a contract that has a remaining term of ten (10) years or more.

SECTION 2.

Section 3.58.070 of the Sacramento City Code is amended to read as follows:

3.58.070 Notification to covered employees.

A covered employer shall give each existing employee and (at the time of hire) each new employee a copy of the following written notification of this chapter:

This company may enter into a contract to perform services for the city of Sacramento. If you work on such a contract, then you are entitled to be paid a living wage for each hour so worked. For more information, see Chapter 3.58 of the Sacramento City Code at www.cityofsacramento.org.

The notification must be in each language spoken by ten (10) percent or more of the covered employer's workforce. A covered employer shall also inform all employees of their possible right to the federal Earned Income Credit (EIC) also known as Earned Income Tax Credit (EITC), and that it is a refundable federal income tax credit for low-income working individuals and families. For more information, see www.irs.gov. The covered employer shall make available to those employees any forms required to secure advance EIC payments from the covered employer.

SECTION 3.

Section 3.58.110 of the Sacramento City Code is amended to read as follows:

3.58.110 Annual reports.

The city manager's office shall report to the city council by April 30 of every year on the following: the effectiveness of this chapter in carrying out the purposes set forth in Section 3.58.010 and the cost to the city of compliance with this chapter.

SECTION 4.

Section 3.58.120 of the Sacramento City Code is amended to read as follows:

3.58.120 Audit report after three years.

At the end of 2007 and at the end of three years thereafter, the city manager shall prepare or cause to be prepared, a report on the costs and benefits of compliance with this chapter. The city council shall review the report at a regular city council meeting.

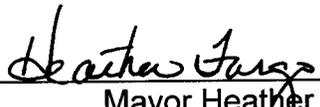
Adopted by the City of Sacramento City Council on November 20, 2007 by the following vote:

Ayes: Councilmembers Cohn, Fong, Hammond, McCarty, Pannell, Sheedy, Tretheway, Waters, and Mayor Fargo.

Noes: None.

Abstain: None.

Absent: None.



Mayor Heather Fargo

Attest:



Stephanie Mizuno, Assistant City Clerk

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