Agenda Item #: 4A

## PALM BEACH COUNTY BOARD OF COUNTY COMMISSIONERS

#### **AGENDA ITEM SUMMARY**

Meeting Date:	March 15, 2011	[]	Consent []	Regular
Department:	Administration	[X]	Public Hearing	
Submitted By:	Administration			
Submitted For:	Administration			

#### I. EXECUTIVE BRIEF

Motion and Title: Staff recommends motion to adopt: an Ordinance of the Board of County Commissioners of Palm Beach County, amending Ordinance 2003-004, as amended by Ordinance 2004-002, the Palm Beach County Living Wage Ordinance; amending Section 3 Living Wage; providing for captions; providing for repeal of laws in conflict; providing for severability; providing for inclusion in the code of laws and ordinances; and providing for effective date.

**Summary:** This amendment to the Palm Beach County Living Wage Ordinance provides for the living wage rate to be maintained at the current hourly rate through September 30, 2013, and for the current hourly rate to be used as the basis for calculating the living wage rate adjustment effective October 1, 2013. **Countywide (EC)** 

Background and Policy Issues: The Palm Beach County Living Wage Ordinance, first enacted by the Board in 2003, establishes a living wage rate that must be paid to all County employees and all employees of contractors and subcontractors working on County contracts for construction related services. Since its enactment, the living wage rate has been raised from \$9.57/hr. to the current rate of \$11.40/hr. in accordance with the annual rate adjustment determined by inflation. The calculation for October 1, 2011, calls for a rate of \$11.64/hr., an increase from the current rate of \$11.40/hr. This amendment will freeze the hourly rate at \$11.40/hr. for a two year period beginning October 1, 2011, through September 30, 2013. The reasons for the "freeze" in the living wage rate is based upon the fact that County employees have not received and are unlikely to receive wage increases in the near future, the County is looking to minimize construction costs for County projects, and it is widely perceived that wage increases have not been prevalent in the private sector. At the end of the freeze period, the current rate of \$11.40/hr. will become the basis for calculating living wage rate adjustment effective October 1, 2013.

#### Attachments:

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2. Ordinance amending the Palm Beach County Living Wage Ordinance.

Recommended by:			
-	Department Director	Date	
Approved By:	Marie	3/1/17	
	County Administration	Date	

### II. FISCAL IMPACT ANALYSIS

A. Fi	ive Year Summary	of Fiscal Imp	act:			
	Fiscal Years	20_/1	20 12	20 <u>/3</u>	20 <u>/4</u>	20/5
Oper	tal enditures rating Costs rnal Revenues					
Prog	ram Income (Cour nd Match (County)					
NET	FISCAL IMPACT	*			WIR 44-7-1-1-1	
	ADDITIONAL FTE SITIONS (Cumulati	ve)	-			
Ruda	m Included In Cur get Account No.: ct Re	Fund	Departi	nent	 _ Unit	
B.	Recommended S	Sources of Fu	ınds/Summa	ry of Fiscal I	mpact:	
C.	Departmental Fi	scal Review:				
		III. <u>RE</u> V	VIEW COMM	ENTS		
A. **	OFMB Fiscal and No frocal to	MB 3/2/	<u> </u>	ontrol Commo	Juan	₹3/3///
B.	Legal Sufficienc	y: 5				
	ETWC Assistant Coun	Attornov	·			
	Assistant Coun	ly Altorney				
C.	Other Departmen	nt Review:				
	Donasta	-4 Dis4	<del></del>			
	рерапте	nt Director				

(THIS SUMMARY IS NOT TO BE USED AS A BASIS FOR PAYMENT.)

REVISED 9/03 ADM FORM 01

## ADJUSTMENT HISTORY - PBC LIVING WAGE ORDINANCE

<u>Date</u>	% increase/decrease	Adjusted hourly rate		
10/01/2003	first implemented	\$ 9.57 / hr.		
10/01/2004	2.217 % increase	\$ 9.78 / hr.		
10/01/2005	2.614 % increase	\$10.04 / hr.		
10/01/2006	3.523 % increase	\$10.39 / hr.		
10/01/2007	3.194 % increase	\$10.72 / hr.		
10/01/2008	2.875 % increase	\$11.03 / hr.		
10/01/2009	4.086 % increase	\$11.48 / hr.		
10/01/2010	0.674 % decrease	\$11.40 / hr.		
10/01/2011	2.069 % increase	\$11.64 / hr. (projected)		

1 2	ORDINANCE NO. 2011
3	AN ORDINANCE OF THE BOARD OF COUNTY
4	COMMISSIONERS OF PALM BEACH COUNTY, FLORIDA,
5	AMENDING ORDINANCE 2003-004, AS AMENDED BY
6	ORDINANCE 2004-002, THE PALM BEACH COUNTY
7	LIVING WAGE ORDINANCE; AMENDING SECTION 3
8	LIVING WAGE; PROVIDING FOR CAPTIONS; PROVIDING
9	FOR REPEAL OF LAWS IN CONFLICT; PROVIDING FOR
10	SEVERABILITY; PROVIDING FOR INCLUSION IN THE
11	CODE OF LAWS AND ORDINANCES; AND PROVIDING
12	FOR EFFECTIVE DATE.
13	WWW.DDT.G. (1 D.1 D. 1 G. ) The W. O. I'
14	WHEREAS, the Palm Beach County Living Wage Ordinance was first enacted in 2003 and
15 16	became effective on October 1st of that year; and
17	WILDE AS the living was her have divisted according to inflation every October 1st gines
18	WHEREAS, the living wage has been adjusted according to inflation every October 1 <sup>st</sup> since 2003, as required by the Living Wage Ordinance; and
19	2003, as required by the Living wage Ordinance, and
20	WHEREAS, the present state of the economy is such that it has become increasingly
21	difficult for Palm Beach County and its construction contractors and subcontractors to meet rising
22	labor costs and stay within the budgetary constraints of construction contracts covered by the Living
23	Wage Ordinance; and
24	
25	WHEREAS, employee wage increases for Palm Beach County employees in particular, and
26	the public and private sector in general, have been severely curtailed in recent years due to the
27	economy; and
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29	WHEREAS, keeping the living wage at its current level and not adjusting it again until
30	October 1, 2013, serves a public purpose by aiding Palm Beach County to minimize its construction
31 32	and labor costs, and also aiding its construction contractors and subcontractors by temporarily
33	stabilizing the living wage; and
34	WHEREAS, the Board of County Commissioners now desires to amend the Palm Beach
35	County Living Wage Ordinance by adding a provision that stabilizes the living wage at its current
36	level through September 30, 2013, and not adjusting it again until October 1, 2013, using the current
37	living wage as the basis for adjustment; and thereafter resuming annual adjustments as provided for
38	in the Living Wage Ordinance.
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41	NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF COUNTY
42	COMMISSIONERS OF PALM BEACH COUNTY, FLORIDA, THAT:
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44 45	Port 1 Ordinary 2002 004 as a second allow 2004 002 Ct. 2 Taylor Children
46	Part 1. Ordinance 2003-004, as amended by 2004-002, Section 3. LIVING WAGE, is hereby amended by adding the following provision:
47	amended by adding the following provision:
48	(G) Notwithstanding anything in this ordinance to the contrary, the Palm Beach County
49	living wage effective on October 1, 2010, shall remain in effect, unchanged and
50	unadjusted, through September 30, 2013. Annual adjustment of the living wage as
51	provided for in this ordinance shall resume on October 1, 2013. The basis for the
52	living wage adjustment effective October 1, 2013, shall be the living wage effective
53	on October 1, 2010, through September 30, 2013.
54	
55 56	Post 4 CARTINONIC
56 57	Part 2. CAPTIONS.  The continue part had in an and next had in the continue of
57 58	The captions, part headings, and part designations used in this ordinance are intended for the
59	convenience of users only and shall have no effect in the interpretation of the provisions of this ordinance.
-	with Ordinaryo,

Flor	ida, on this the	by the Board of Cour day of		, 2011.	
	TEST: ARON R. BOCK, Clerk & Co	amntrallar			
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<b>D</b> y	Deputy Clerk				
	M BEACH COUNTY, FLO				
Ву:	Karen T. Marcus, Chair				
	Karen T. Marcus, Chair				
	PROVED AS TO FORM AN	ID ·			
LEC	GAL SUFFICIENCY				
Drn	ETWC.				
Ву:	County Attorney	FOR			
	J .J				
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# FLORIDA COUNTY ORDINANCE DATA RETRIEVAL SYSTEM (CODRS) CODING FORM

Instructions: Florida's Department of State, Bureau of Administrative Code has developed the County Ordinance Data Retrieval System (CODRS) to facilitate the tracking of County ordinances in Florida's 67 Counties. CODRS' data base is composed of over 25,000 county ordinances enacted since 1974.

We request your cooperation in completing this coding form. It is to be completed whenever your county enacts a new ordinance. Simply complete this form and include it with other pertinent ordinance information that is submitted to the Bureau of Administrative Code.

To code this form properly, please refer to the "keyfields" description sheet that has been given to your County Attorney's Office. If you do not have this sheet please contact the Bureau. We will be happy to fax one to you for referencing purposes. Please fill out this form as completely as is possible.

Thank you for your assistance. Should you need further assistance please contact the Bureau of Administrative Code, Department of State at (850)245-6270 or Suncom 205-6270.

COUNTY: ( Palm Beach ) COUNTY ORDINANCE # (2011 - (e.g., 00-001)
PRIMARY KEYFIELD  DESCRIPTOR: ( Human Resources (Administrative))
SECONDARY KEYFIELD DESCRIPTOR: ( Salaries / Benefits )
OTHER KEYFIELD DESCRIPTOR: ()
ORDINANCE DESCRIPTION: (iving_Wage_Amendment) (25 characters maximum including spaces)
ORDINANCES AMENDED: (List below the ordinances that are amended by this legislation. If more than two, list the most recent two.)
AMENDMENT # 1: (2003-004) AMENDMENT # 2: (2004-002)
ORDINANCES REPEALED: (List below the ordinances that are repealed by this legislation.)
REPEAL # 1: () REPEAL # 3: ()
REPEAL # 2: () REPEAL # 4: ()
(Others repealed: List all that apply):
(FOR OFFICE USE ONLY): COUNTY CODE NUMBER: ()
KEYFIELD 1 CODE: () KEYFIELD 2 CODE: ()

Rev. 4/10/04

KEYFIELD 3 CODE: (