

## IMPACT STATEMENT

**Legislation title:** Direct the Office of Management and Finance (OMF) to amend the City of Portland's Fair Wage Policy so workers affected by it receive \$15 per hour pay (Resolution)

**Contact name:** Matthew Grumm

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**Presenter name:** \$15 Now!

### **Purpose of proposed legislation and background information:**

Continuing research and evidence is showing that raising the minimum wage positively affects workers' lives while have a minimal impact on a business's success. This resolution directs the Office of Management and Finance to amend the City of Portland's Fair Wage Policy so workers affected by it receive \$15 per hour pay. It also directs the Bureau of Human Resources to prepare a work plan for assessing seasonal work and the appropriate level of compensation for that work so Council has the information they need to ascertain the appropriate level of compensation for those employees. And finally it directs the Bureau of Human Resources to make certain all City of Portland employees in budgeted positions that are in the classified service (full time) are paid a minimum of \$15 an hour.

### **Financial and budgetary impacts:**

The current cost estimates for this effort range from \$670,000 to \$1,200,000. The majority of this would be general fund dollars with some potential funding coming from facility fees related to a contractor's work specific to that facility.

### **Community impacts and community involvement:**

The economic impact in the community is expected to be positive with local workers having more purchasing power with their increased wages. Research shows that minimum wage employees spend the dollars they earn in the communities they live thus having a positive impact on the community's overall economic health.

\$15 Now! is a grassroots advocacy organization that includes a diverse mix of labor unions, businesses, and non-profit organizations all focused on bringing American workers out of poverty. The Portland chapter of this effort has chosen the City of Portland's Fair Wage Policy as an appropriate starting point for providing workers a minimum of \$15 an hour. They have communicated this request to City Council multiple times both publicly at Council meetings as well as individual conversations with Council members and their staff. They invited all Council members and their staff to a well attended public hearing held at the Service Employees International Union hall the evening of Oct. 20<sup>th</sup>. Staff from Mayor Hales' office and Commissioner Saltzman's office attended.

### Budgetary Impact Worksheet

**Does this action change appropriations?**

☒ **YES:** Please complete the information below.

☐ **NO:** Skip this section

Fund	Fund Center	Commitment Item	Functional Area	Funded Program	Grant	Sponsored Program	Amount

**Amendment to City Workers' Fair Wage Resolution**

Be it further resolved that Council will create the Contingent Worker Task Force to review and analyze the definition of casual and other types of appointments written in HRAR 3.03, with an eye towards equity and fairness. By September 1, 2015, the Task Force will make recommendations at a Council Work Session to clarify the definition of casual workers and limit the use of the casual category of employment.

Submitted by  
Novick  
(not voted  
on)