

EXHIBIT A

Chapter 3.99

FAIR WAGE POLICIES

(Chapter added by Ordinance No. 174839,
effective August 24, 2000.)

Sections:

- 3.99.005 Policy.
3.99.010 Covered Services and Agreements.
3.99.015 Compliance.
3.99.020 Adjustments.
3.99.030 Documentation of Fair Wage in Contracts.

3.99.005 Policy.

It is the policy of the City of Portland that employees performing certain categories of work under formal ~~service~~ contracts for janitorial services, for security services, and for parking garage attendant services with the City of Portland be guaranteed a minimum fair wage ~~including benefits to equal a specified minimum total compensation~~. City bureaus and operating units have the discretion to implement this policy in a reasonable manner.

3.99.010 Covered Services and Agreements.

The Fair Wage Policy applies to formal ~~service~~ contracts entered into by the City of Portland, in accordance with Portland City Code 5.33, for janitorial services, for security services, and or for parking garage attendant services. No other agreement or contract entered into by the City of Portland shall be covered by this Chapter.

Exceptions to this section may be approved via ordinance by a vote of the Council.

3.99.015 Compliance.

City of Portland bureaus or operating units entering into ~~formal~~ contracts for covered services shall include the ~~annual~~ minimum hourly wage rate and total compensation amount established by the City Office of Management and Finance established in PCC 3.99 in all procurement announcements and resulting contracts. Contractors' Compliance with the minimum wage and total compensation requirements shall be monitored through submission of monthly certified payroll, mandatory employee notification of annual minimum wage and total compensation rates via on-site postings, designation of a bureau-based individual bureau staff responsible for compliance monitoring and complaint resolution, and other measures deemed appropriate by the City bureau or operating unit. Contracts entered into by the City for covered services shall also

include a non-retaliation clause protecting workers who assert wage claims based on this Chapter.

3.99.020 Adjustments.

The fiscal year ~~2000/01-2015-16~~ minimum wage shall be ~~\$8.00~~15 per hour with a minimum total compensation of \$9.50/hour. "Total compensation" includes wages and the employer's cost of paid leave, life or health insurance, or retirement, but does not include mandated employer costs such as FICA, state unemployment insurance, or other payroll taxes. The Office of Management and Finance shall provide City bureaus with a yearly minimum hourly wage rate and minimum total compensation figure for covered services which is anticipated to be adjusted annually by the change in the Portland-Salem OR WA CPI-W as provided by the City Economist, in light of any year-to-year percentage increase in the Portland/Salem Consumer Price Index wage earners (epi-w) as published by the Bureau of Labor Statistics in February of each year. The adjustment shall be effective for all contracts on July 1 of each year. In making these ~~determining the~~ adjustments amount, the Office of Management and Finance shall take into account the City's overall financial picture, and OMF shall not interpret this eCode shall not be interpreted to require any increase which is inconsistent with the City's financial health and capabilities.

3.99.030 Documentation of Fair Wage in Contracts.

Contracts entered into by the City for covered services shall include in the agreement the minimum hourly wage rate at the time the contract becomes effective and at the annual adjustment date of July 1. For agreements and contracts not subject to Section 3.99.010, the City shall not rely upon, nor reference, this Chapter 3.99 in those agreements.