



Santa Clara Valley Water District

File No.: 19-0329

Agenda Date: 4/9/2019

Item No.: 4.1.

BOARD AGENDA MEMORANDUM

SUBJECT:

District Living Wage Policy.

RECOMMENDATION:

- A. Receive information on the District's current Living Wage Policy; and
- B. Direct District staff to return with proposed updates to the Living Wage Policy, for future discussion and approval by the Board.

SUMMARY:

In response to a request from Director Estremera, we are providing background on the history of The District's Living Wage Policy. In 2003, the Board adopted a Living Wage Policy that provided: *Persons doing work for or on behalf of the District, to not be paid less than a living wage, not able to afford health insurance, have reasonable time off, and not be subject to lay-off merely because the District changes contracts, and to work in an environment where there is labor peace.* This policy was confirmed by the Board in 2008 as part of a Governance Policies Review process by the Board.

In 2011, the Board in reviewing the policy amended it to provide: *Subject to the District's Living Wage Policy, provide persons doing work for or on behalf of the District at least a living wage and reasonable time off.* Eliminated from the policy was the language regarding affording health insurance, not being subject to lay-off merely because the District changes contracts, and working in an environment where there is labor peace.

Subject to certain exemptions, the current policy applies to awarded contracts of \$50,000 or more for specified services. The current policy requires that persons doing work for or on behalf of the District be paid at least a living wage and receive reasonable time off. Embedded in the policy is language on Employee Retention Requirements, but there is no specific language regarding being able to afford health insurance or defining the meaning of reasonable time off.

It is recommended that the Board consider updates to the policy that address health insurance and paid time off. Since District employees receive health insurance and paid time off, these changes to the policy would make it more comparable to what District employees receive. Information regarding potential financial impacts arising from these changes can be presented at the same time. If the Board approves the recommendation, staff will report back at the Board's May 14, 2019 meeting, the details of a possible revised policy, including any additional costs to implement such policy.

FINANCIAL IMPACT:

Any financial impact, if any, will be determined under the Board's future decision regarding the Living Wage Policy.

CEQA:

The recommended action is a ministerial action and thus is not subject to the requirements of CEQA.

ATTACHMENTS:

None.

UNCLASSIFIED MANAGER:

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