

FAIR EMPLOYMENT WAGE BOARD MEETING ~ 1/23/06

In attendance: Committee members Ken Kowalski, Jack Filak, Mark Davis, John Sweo, and Ron Yannitello

Also in attendance: Assistant Law Director Jennifer Mladek and Purchasing Manager Kim Smith.

Meeting began at 6:30 p.m.

Motion by Mark Davis, second by Jack Filak, to approve the June 13, 2005 Minutes. All members voting yea.

Assistant Law Director Mladek reported that the changes to the Living Wage Ordinance had been passed by City Council on June 20, 2005. The changes include having City Council make 3 appointments to the Board and the Mayor making three appointments. The seventh member is to be a representative of the Mayor's Administration.

The other significant change was changing the meeting requirement to semi-annual. The Board decided to hold their meetings in January and July of each year.

Chairman Kowalski noted that the amended ordinance is not on the website. Assistant Law Director Mladek explained that the ordinances are codified once a year and at that time, the website will be updated.

It was also reported that City Council has reappointed Ken Kowalski to the Board for a three term beginning February 1, 2006 and ending January 31, 2009.

Mayor George appointed Andy Santoli to the Board for a three year term beginning February 1, 2006 and ending January 31, 2009.

Purchasing Manager Smith reported that the Living Wage had been updated to \$10.28/hour if the employer provides health care benefits and \$11.39/hour if the employer does not provide health care benefits.

Purchasing Manager Smith also provided a list of the 2005 vendors that were required to comply with the Living Wage Ordinance, a copy of the Contract Addendum and the Living Wage Affidavit provided to each vendor. The 2005 vendors were BFI of Ohio, Valley By-Products, Brewer-Garrett, Gardiner-Trane and Community Hiring Hall. At the time of the meeting, Valley By-Products, Brewer-Garrett and Gardiner-Trane had not signed the Living Wage Affidavit. Purchasing Manager Smith explained that the Board of Control approved the Valley By-Products contract on January 23, 2006 and that they must sign the Living Wage Ordinance or the contract will be invalid. Brewer-Garrett is a multi-year contract which was signed prior to the Living Wage Ordinance taking effect and they are therefore not required to sign the Living Wage Affidavit. This is the 8th year of the 10-year contract. The Living Wage Affidavit was not required at the time of bid submission for the Gardiner-Trane contract, and the contract included options to renew so they are also not required to sign Living Wage Affidavit. The final renewal option on this contract expires on 6/30/06. When this job is bid again, the Living Wage Contract Addendum will be included.

Jack Filak commented, with regard to the Gardiner-Trane contract that, the City has the option to renew, it does not have to renew. It was his feeling that the City should require the Living Wage Affidavit be signed as part of the renewal,. Assistant Law Director Mladek indicated that the Administration had chosen not to do that.

Chairman Kowalski asked, in these multi-year contracts or the contracts with options to renew, are the vendors required to increase their Living Wage rate as our rate is updated. Assistant Law Director Mladek indicated that they are only required to pay the original living wage rate which was in effect at the time of the contract signing.

Jeff Filak commented that he believed the living wage rate should go up each year for multi-year contracts.

Chairman Kowalski indicated that vendors should be informed that the living wage will increase yearly and they must comply and that when a contract is renew, vendors should have to pay current living wage rate.

Chairman Kowalski and Jack Filak offered to draft a letter to the Administration explaining the recommendations of the Board regarding the wage rate for multi-year contracts and contracts with the option to renew.

Motion by Mark Davis, second by Ron Yannitello, to have Chairman Kowalski and Mr. Filak draft the letter. All members voting yea.

Assistant Law Director reported that to date, we have had no complaints of violations of the Living Wage Ordinance and we have received no applications for exemptions to the Ordinance.

Chairman Kowalski announced that we need to select our Chairman and Vice-Chairman for 2006 and that we should take nominations for Chairman and Vice-Chairman.

Chairman Kowalski makes a motion to nominate Mark Davis.

Mark Davis declines the nomination. Mark Davis makes a motion to nominate Ken Kowalski as Chairman. Second by Jack Filak. All members voting yea to elect Ken Kowalski Chairman of the 2006 FEWB Board.

Motion by Ken Kowalski, second by Jack Filak, to nominate Steve Greenwell as Vice-Chairman.

Motion by John Sweo, second by Jack Filak, to adjourn the meeting. All members voting yea.

Meeting adjourned at 7:20 p.m.

Respectfully submitted,

Melissa Garrett
Secretary of FEWB