

Meeting of the Lakewood Fair Employment Wage Board
Held in Law Department's Conference Room
Municipal Building
12650 Detroit Avenue
February 9, 2017, 5:00 p.m.

Meeting called to order at 5:01 p.m.

Present: Board members Ken Haber, Joe Gibbons, Kenneth Kowalski, secretary,
Jeannine Petrus

Also present: Kim Smith, Purchasing Manager, Jennifer Swallow, Chief Asst. Law Dir.

Reading and disposal of minutes from the meeting held on December 8, 2016.

Motion by Mr. Gibbons second by Mr. Haber to approve the minutes from the meeting of December 8, 2016 without the necessity of a reading.

Ayes: 3 Nays: 0

New Business:

1. Fair Wage rate for 2017

Kim Smith reported that the Living Wage Rates for 2017 are \$11.72 with benefits and \$12.99 without benefits. She also reported that there are only 2 vendors that the city does business with that fall into the criteria listed in the Ordinance. Both companies have returned a signed living wage affidavit.

2. Overview of LCO 113 after Law Department review.

Jennifer Swallow reported that after researching it was found that City of Cleveland has not updated their website since 2013. They have included an exemption for employees who average less than 30 hours per week and seasonal employees. Cincinnati has enacted a living wage for employees and a prevailing wage for projects exceeding \$5 million and subsidies of \$3 million. Franklin County has increased county employees minimum wage to \$13.69 based on a Clemens Nelson study for a family of 2 adults and 2 children. She indicated that there would be no unintended consequences for changing the ordinance or repealing it. She indicated that the Recipient of Assistance and potentially triggering dollar amounts should be revisited. The ordinance was adopted in 2003 and the thresholds have not been reviewed since that time. Currently \$75,000 in general fund and 20 employees triggers the living wage for a recipient of assistance. This may have an effect where we are already competing to keep a business in Lakewood.

Mr. Kowalski gave a brief overview of the history of the fair employment wage. Things started in Cleveland and then the City reached out to Cleveland State University to help in establishing a Fair Employment Wage Board and an ordinance.

The Board members will consider any revisions that might be appropriate to revise the ordinance for current standards and will make any make any recommendations to the Administration.

Motion by Mr. Gibbons second by Mr. Haber to adjourn the meeting.

Meeting adjourned at 5:31 p.m.

**Approved and signed on
September 18, 2017**