

November 10, 2015

WHEREAS, the City of Dallas is committed to promoting an acceptable standard of living for working families and individuals in the City; and,

WHEREAS, the economic viability of such families and individuals in the City is necessary to keep Dallas thriving with a strong workforce, healthy families, and improved quality of life; and,

WHEREAS, the City awards many contracts to private firms to provide general services to the public and to City government; and,

WHEREAS, the City has found that the procurement of general services contracts by the City for services performed on City property or within the City of Dallas, such as janitorial, grounds maintenance, mowing, and temporary labor, resulted in wage payments by the service contractors to their employees that were at or just slightly above the federal minimum wage; and,

WHEREAS, studies have shown that paying wage rates at or near the federal minimum wage tends to inhibit the quantity and quality of services rendered by such employees; and,

WHEREAS, economic studies have shown that paying wage rates at or near the federal minimum wage fosters higher turnover, absenteeism and lackluster performance, while paying a "living wage" has raised productivity and decreased turnover which improves the quality of work provided and improves the overall quality of a project; and,

WHEREAS, a study by the Economic Policy Institute has shown that living wage laws have small to moderate effects on municipal budgets; and,

WHEREAS, the City recognizes that the Massachusetts Institute of Technology Living Wage Calculator for Dallas County, Texas, reflects that the current "living wage" for an individual is \$10.37 per hour; and,

WHEREAS, the City recognizes the benefits to the City when its general services contractors provide employee compensation that will improve the level and quality of services rendered to the City.

NOW, THEREFORE,

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF DALLAS:

Section 1. That the City Manager, or the Manager's designee, is authorized and directed to develop a procurement process with a wage floor on contracts awarded by the City for general services performed on City property or within the City of Dallas requiring contractors and subcontractors to pay their employees a "living wage" of no less than the "living wage" rate for an individual (currently calculated at \$10.37 per hour), adjusted annually through use of the Massachusetts Institute of Technology Living Wage Calculator, or its successor, for Dallas County, Texas, in order to obtain increased work quality and better services to the City on such City contracts.

Section 2. That the City Manager, or the Manager's designee, is further authorized and directed to implement every fiscal year, without further city council action, the annual "living wage" rate as determined by the Massachusetts Institute of Technology Living Wage Calculator, or its successor, for Dallas County, Texas.

Section 3. That this resolution shall take effect immediately from and after its passage in accordance with the provisions of the Charter of the City of Dallas, and it is accordingly so resolved.

APPROVED BY
CITY COUNCIL

NOV 10 2015

Steve A. Rice
City Secretary