

City of Savannah Pay Policy: Proposed Living Wage Text

Section II. Definitions

Living Wage is an hourly rate of pay calculated as specified in this policy that is intended to provide the amount of income adjusted for inflation that is needed to provide a decent standard of living. The purpose of a Living Wage is to ensure that City Employees can meet their basic needs. For the purpose of this policy, the living wage calculation is only based upon one individual worker not family size or any dependents.

Section III. Policy

Living Wage:

1. Living wage requirement. Subject to City Manager recommendation and Council approval as part of the annual budget approval process, part-time and full-time benefits-eligible employees shall be paid no less than a living wage as defined by the nationally recognized Massachusetts Institute of Technology (MIT) Living Wage Calculator, or a comparable calculator should the MIT Calculator no longer remain current or reliable. All such payments shall be made pursuant to applicable law and City policy.
2. Annual wage assessment. The City shall annually review changes in living wage calculations and establish the City's living wage. No annual increase shall exceed three percent (3%) and in no event shall the increase exceed the compensation increase provided to employees of the City not subject to this policy.
3. Posting. The City's living wage rate shall be made available to employees within a reasonable time upon request and shall be posted on internal informational sites and at various work locations.
4. Living wage review. As part of the annual budget process, the City Manager or his/her designee shall report to the Mayor and Aldermen the current and projected living wage, related calculation data, annual performance in achieving payment of the living wage, the budget impact, if any, of paying living wages in the upcoming budget year, and other relevant data. The report shall include any wage compression issues that may arise. A Living Wage increase will not mandate a wage increase for all city positions.