

**RESOLUTION ADOPTING A LIVING WAGE PAY PROVISION FOR
CITY OF SAVANNAH EMPLOYEES**

WHEREAS the cost of food, transportation, housing, medical, child care and other living expenses make it increasingly difficult for lower wage workers to meet basic needs; and

WHEREAS the cost of living may cause individual workers to take on second and third jobs in order to support themselves and their families; and

WHEREAS the Living Wage is an hourly rate of pay that is intended to provide the amount of income adjusted for inflation that is needed to provide a decent standard of living; and

WHEREAS a Living Wage will assure social and economic benefits for the community as a whole as well as increase consumer spending and help strengthen the local economy; and

WHEREAS the City of Savannah desires to pay City employees a Living Wage that can help meet their basic needs;

NOW, THEREFORE, BE IT RESOLVED that the Mayor and Aldermen of the City of Savannah do hereby approve a Living Wage Pay Provision for City of Savannah employees subject to the following:

1. Part-time and full-time benefits-eligible City employees shall be paid a minimum of three percent (3%) above the current 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.
2. The living wage calculation shall be based upon one individual worker, not family size or any dependents, and all such payments shall be made pursuant to applicable law and City policy. A living wage increase will not mandate a wage increase for all City positions.
3. The living wage shall be subject to City Manager recommendation and Council approval as part of the annual budget approval process. The City shall annually review changes in living wage calculations and establish the City's living wage. 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.
4. In no event shall the increase exceed the compensation increase provided to employees of the City not subject to this policy.

ADOPTED AND APPROVED: _____

I, Dyanne C. Reese, Clerk of Council for the Mayor and Aldermen of the City of Savannah, do hereby certify the above resolution to be a true copy as adopted by the Mayor and Aldermen at its meeting of _____ and made a part of that meeting.

Signed and sealed:

Date

Dyanne C. Reese
Clerk of Council, City of Savannah Georgia