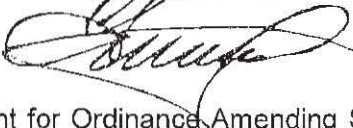


# Memorandum



**Date:** March 17, 2016

**To:** Honorable Chairman Jean Monestime  
and Members, Board of County Commissioners

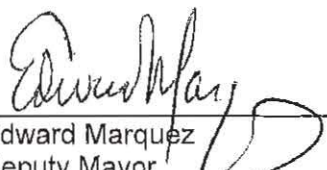
**From:** Carlos A. Gimenez  
Mayor 

**Subject:** Social Equity Statement for Ordinance Amending Section 2-8.9 of the County Code  
Relating to the Living Wage Ordinance

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The proposed Ordinance amends Section 2-8.9 of the County Code relating to Living Wage to update the wage and health benefit rates. The Ordinance will change the employee hourly Living Wage rate to \$12.63 with a qualifying Health Benefit Plan of \$2.89. If no qualifying Health Benefit Plan, the employee hourly Living Wage rate shall be \$15.52. Commencing October 1, 2017, the \$2.89 Health Benefit Plan will be adjusted based on the Consumer Price Index for medical costs for the Miami-Ft. Lauderdale area.

The proposed ordinance modifies the existing one by changing the methodology by which the living wage is calculated. As mentioned in the Fiscal Impact Statement for this ordinance (Agenda Item 160565), medical care costs have generally grown at a faster rate than other costs. As a result, the living wage should grow at a faster rate. Updating the Living Wage rate could benefit eligible employees by providing them with increased benefits. However, such benefit to the employees could impact their employers who will be required to comply with any increased amount. Such impact could only be quantified on a contract by contract basis.

  
Edward Marquez  
Deputy Mayor