

Attachment 2a

CM Licata Amendments

I move to amend Resolution 31524, Sections 3, 4, and 5 as follows:

3. Evaluation of the Local Minimum Wage Ordinance on Businesses and Employment.

Council requests that the City Auditor contract with academic researchers, [who have a proven track record of rigorous analysis of the impacts of minimum wage laws](#), to conduct an evaluation of the economic impacts of the local minimum wage in 2017 and 2019, after two and four years of implementation. The evaluation should include an assessment of the impact of the legislation on: employment among different classes of workers; rates of business openings and closures; prices; business profits; compliance rates; whether other worker benefits have reduced or remained unaffected; consumer spending; worker turnover and productivity; demand for state and local public assistance; purchasing power of employees covered by the law; gender and racial income disparities; and the economic security of immigrant and refugee workers. The evaluation may require baseline data collection in 2015. The review should pay particular attention to the experiences of immigrant-owned businesses and small manufacturers, employer groups that have argued that minimum wage change in Seattle will affect them differently from other businesses. The review should include analysis of the available empirical data sets, such as from the United States Bureau of Labor Statistics or Washington State Labor & Industries, and interviews with employers and employees and other stakeholders when appropriate. The Council will consider the funding of this evaluation as part of the 2015 budget process.

4.Support for Education and Career Ladders. Council requests that the Department of Finance and Administrative Services work with the City Council, and other appropriate City departments to establish an interdepartmental team (IDT) of City staff to determine ways the City can: 1) assist low wage workers with the identification of pathways, opportunities and financial aid to continue their education and skill training in ways that

can broaden their employment opportunities; and 2) ~~explore~~ **implement** mechanisms to assist employers who support their employees through continuing education and job skills training. The options the IDT should explore include expanding the definition of minimum compensation to include credit for employer assistance in employee classes, and vocational training. A workplan and anticipated schedule for this review and evaluation should be submitted to the Mayor and Council no later than September 8, 2014.

5. Minimum Wage Commission: Council recommends the City establish a Minimum Wage Commission (MWC) consisting of 15 members that will remain in existence for 5 years after the effective date of this ordinance. ~~until terminated by the City.~~ The MWC shall be appointed by the Mayor and Council, subject to confirmation by a majority vote of all members of the City Council. The Commission shall have balanced representation of one-third labor, one-third business, and one-third community representatives.

Representation on the committee should be diverse, including but not limited to ethnic minority owned businesses, women owned businesses, low wage workers, representatives of immigrant and refugee communities, and labor and business representatives from a variety of industries. It is anticipated that the MWC will create an important opportunity for the community to ~~review participate and oversee~~ the implementation of the new Local Minimum Wage Law. Subsequent legislation will be required to create the MWC and establish functions and prescribe duties.