

A RESOLUTION TO ESTABLISH A LIVING WAGE POLICY FOR THE TOWN OF CHAPEL HILL (2010-01-25/R-3)

WHEREAS, it is the purpose of this resolution to establish an hourly wage rate for full time Town employees that would provide the option for employees to live within the Town of Chapel Hill; and,

WHEREAS, the establishment of a living wage for Town employees is consistent with other Town programs and policies that address the employment and housing needs of low and moderate income persons;

NOW, THEREFORE, BE IT RESOLVED by the Council of the Town of Chapel Hill that standard full-time employees of the Town shall be paid a minimum living wage rate; and,

BE IT FURTHER RESOLVED that a standard full-time employee is defined as an employee working between 37.5 and 40 hours per week and not paid based on a task system; and,

BE IT FURTHER RESOLVED that the minimum living wage rate shall be defined as a rate of not less than seven and one-half percent (7.5%) above the Federal Poverty Guidelines, as defined by the Bureau of Census, for a family of four. This rate shall be determined by annualizing the hourly rate paid to full-time employees if such employees were working a forty-hour work week; and,

BE IT FURTHER RESOLVED that the Town Manager shall calculate or cause to be calculated the living wage rate for employees on a yearly basis and shall make such adjustments in the Town's pay plan to ensure the living wage rate as stated herein is paid to all standard full-time employees of the Town.

This the 25th day of January, 2010.