

RESOLUTION NO. 20-1020-09

RESOLUTION TO ESTABLISH A LIVING WAGE FOR TOWN EMPLOYEES

WHEREAS, many North Carolinians perform important, essential work within an economy where wages can be stagnant and public, community resources can be insufficient;

WHEREAS, market forces along with sound public policy, can ensure community members have what they need to care for themselves and their families;

WHEREAS, the cost of food, transportation, housing, health care, childcare and other living expenses make it increasingly difficult for workers who earn low wages to meet the most basic needs; and

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

WHEREAS, a Living Wage is defined as the minimum amount of income a worker needs to meet their most basic needs including housing, clothing and food; and

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

WHEREAS, the Town of Apex is committed to providing compensation to employees resulting in excellent level of service to the community; and

WHEREAS, the Town of Apex desires to pay Town employees a Living Wage to promote well-being and ensure that workers are able to meet their basic needs; and

WHEREAS, a Living Wage will contribute to lower turnover rates that will reduce the costs of recruitment, hiring, and training and increase the quality and continuity of job performance and aid in retention; and

WHEREAS, Town Council approved salary range adjustments in the FY2021 budget to allow for the implementation of a Living Wage rate for Town employees;

NOW, THEREFORE, BE IT RESOLVED that the Town Council of the Town of Apex does hereby approve a Living Wage Pay Policy for Town of Apex employees, subject to the following:

1. Part-time and full-time employees who work a minimum of 1040 hours per year shall be paid no less than an established Living Wage.
2. The Living Wage calculation shall be based upon the Universal Living Wage Calculation, a widely used and nationally accepted method for determining the Living Wage in a specific area.

3. The Town shall annually review changes in Living Wage calculations and establish the Town's Living Wage. The Living Wage shall be subject to Town Manager recommendation and Council approval as part of the annual budget approval process.
4. A Living Wage of \$15.00 an hour is effective October 5, 2020 for eligible Town employees.

Adopted this the 20th day of October 2020.

By: _____
Jacques K. Gilbert
Mayor

Attest: _____
Donna B. Hosch, MMC, NCCMC
Town Clerk