

MOTION
(AS AMENDED)
NO. M-21-238

CITY HALL: July 1, 2021

BY: COUNCILMEMBER MORENO

SECONDED BY: COUNCILMEMBER GLAPION

WHEREAS, the City's intent is to ensure that when taxpayer-funded benefits are extended by the city to private business, they are used in a way that benefits the city as a whole, by creating jobs that keep workers and their families out of poverty; and

WHEREAS, the City has a limited amount of taxpayer resources and has an interest in protecting the public health, safety and welfare of its residents by establishing certain compensation requirements for its own employees and employees of firms that enter into service contracts with the City or receive economic development assistance from the City; and

WHEREAS, the City Council adopted Ordinance No. 26,521 MCS, the "Living Wage Ordinance," establishing requirements related to wage payment by recipients of City contracts and/or City dispersed financial assistance; and

WHEREAS, the City Council adopted Motion No. M-14-565 adopting hiring rate changes that would impact classified employees in classifications whose hourly rate fell below \$10.10;

NOW THEREFORE

BE IT MOVED BY THE COUNCIL OF THE CITY OF NEW ORLEANS, That the President of the Council is hereby requesting the Chief Administrative Officer to provide a pay and classification analysis of increasing the hiring rate to at least \$15 per hour for classified employees in classifications whose hourly rate is currently below \$15.00 within 45 days. The hiring rate increase is subject to following conditions (i) no city position would be compensated at an hourly wage below this rate. (ii) The analysis should include methods for adjustments made to

classifications to differentiate for tenure and promotional differences from lower level job classifications in a career series also known as compression and to include whether departments benefit by increasing staffing to rely less on contractors or whether using more contracted labor is beneficial. (iii) Providing any other provisions deemed necessary or advisable to comply with law and to effectuate the intent of this motion.

BE IT FURTHER MOVED BY THE COUNCIL OF THE CITY OF NEW ORLEANS, That the analysis of increasing the proposed hiring rate for classified employees in classifications whose hourly rate is currently below \$15.00 and those impacted by compression also include a certification by the Chief Administrative Officer that funds are available to implement the above proposed increases to the aforementioned hiring rate.

BE IT FURTHER MOVED BY THE COUNCIL OF THE CITY OF NEW ORLEANS, That if funds are deemed unavailable by the Chief Administrative Officer to implement the above proposed increases to the aforementioned hiring rates, the Chief Administrative Officer shall provide an analysis of appropriate alternative funding sources, implementation schedules, or such additional action to accomplish the proposed hiring rate increases.

BE IT FURTHER MOVED BY THE COUNCIL OF THE CITY OF NEW ORLEANS, That the Clerk of Council shall forward a certified copy of this motion to the Director of the Civil Service Commission and the Chief Administrative Officer.

THE FOREGOING MOTION WAS READ IN FULL, THE ROLL WAS CALLED ON THE ADOPTION THEREOF, AND RESULTED AS FOLLOWS:

YEAS: Banks, Brossett, Giarrusso, Gisleson Palmer, Glapion, Moreno, Nguyen - 7

NAYS: 0

ABSENT: 0

AND THE MOTION WAS ADOPTED.

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