

Memorandum



CITY OF DALLAS

DATE August 9, 2019

TO Honorable Mayor and Members of the City Council

SUBJECT **Wage Floor Update**

The City of Dallas implemented a Wage Floor policy on November 10, 2015 by Resolution No. 15-2141. Effective October 1, 2019, the wage floor for City contracts will increase from \$11.15 to \$11.71 per hour, based on the Massachusetts Institute of Technology (MIT) Living Wage Index.

The wage floor requires prime contractors and sub-contractors, awarded general service contracts valued greater than \$50,000, to pay their employees rendering specific services on the contract a wage floor established by the City Council. As defined by Dallas City Code Chapter 2, Section 27, the wage floor must be included on all general services contracts, insurance, services related to the purchase of high technology items, or other types of manual, physical, or intellectual labor.

The Office of Procurement Services reviews the wage floor annually, utilizing the MIT Living Wage Index. The index is published in the first quarter of each calendar year and the City implements the recommended wage floor each year on October 1, to align with the City's fiscal year. All solicitations for general services contracts issued on or after October 1, 2019, will include the new wage floor of \$11.71.

Wage Floor History		
November 10, 2015	\$10.37	
October 1, 2017	\$10.94	+ 5.5%
October 1, 2018	\$11.15	+ 1.9%
October 1, 2019	\$11.71	+ 5.0%

An update on the minimum wage for city employees will be provided as part of the City Manager's proposed budget for FY 2019-2020 and planned budget for FY 2020-21.

Handwritten signature of M. Elizabeth Reich in blue ink.

M. Elizabeth Reich
Chief Financial Officer

- c: T.C. Broadnax, City Manager
Chris Caso, City Attorney (Interim)
Billerae Johnson, City Secretary
Preston Robinson, Administrative Judge
Kimberly Bizzor Tolbert, Chief of Staff to the City Manager
Majed A. Al-Ghafry, Assistant City Manager
Jon Fortune, Assistant City Manager
- Joey Zapata, Assistant City Manager
Nadia Chandler Hardy, Assistant City Manager and Chief Resilience Officer
Michael Mendoza, Chief of Economic Development and Neighborhood Services
Laila Aleqresh, Chief Innovation Officer
M. Elizabeth (Liz) Cedillo-Pereira, Chief of Equity and Inclusion
Directors and Assistant Directors