

OFFERED BY COUNCILORS RUTHZEE LOUIJEUNE, TANIA FERNANDES ANDERSON, KENZIE BOK, ARROYO, BREADEN, COLETTA, FLAHERTY, MEJIA, MURPHY, WORRELL AND FLYNN



CITY OF BOSTON IN CITY COUNCIL

ORDER FOR A STUDY ON CITY WAGES AND SERVICES FOR THE LOWEST PAID MUNICIPAL EMPLOYEES

WHEREAS, Municipal employees' salary and wages have failed to keep pace with inflation, rising home prices and rents, along with the increasingly high cost of living, which has resulted in many low wage and under-employed city municipal workers; *and*

WHEREAS, According to the 2020 US Census the median individual income in Boston is \$37,582 per year and the average two bedroom rent is approximately \$3,500 per month and according to the Harvard Joint Center for Housing Studies the average median Boston income required to purchase a home is \$181,254 ; *and*

WHEREAS, Historically, working for the City of Boston as a clerk, administrative staff, custodial staff or program manager position has long been a pathway for steady and stable income and employment, and historically been a stepping stone toward financial freedom for many; *and*

WHEREAS, After 25 years of the Living Wage Ordinance, an ordinance requiring contractors who hold service contracts with the city to pay a living wage to employees covered by those contracts, the ordinance has yet to live up to its full potential to improve the health and well-being of municipal low-wage workers who are currently not covered; *and*

WHEREAS, We must stand in solidarity with our municipal union partners to increase the base wages of our lowest paid employees, so they may lead meaningful and dignity-affirming lives and be able to meet their basic needs without undue stress; *and*

WHEREAS, It is in the best interest of the City of Boston and her honor the Mayor to study raising the wages of all its lowest paid employees, and furthermore explore creating a municipal minimum wage, for the betterment of all its residents and the city as a whole; ***NOW, THEREFORE BE IT***

ORDERED, The City of Boston conduct a review of all city employee salaries and incomes, and explore the creation of a minimum municipal wage, starting with our lowest wage workers, and report its findings to the City Council at hearing on the record.