



BOSTON CITY COUNCIL

Committee on City Services & Innovation Technology

Kenzie Bok, *Chair*

One City Hall Square ♦ 5th Floor ♦ Boston, MA 02201 ♦ Phone: (617) 635-3040 ♦ Fax: (617) 635-4203

REPORT OF COMMITTEE CHAIR

April 24, 2023

Dear Councilors:

The Committee on City Services and Innovation Technology was referred the following docket for consideration:

Docket #0521, Order for a study on city wages and services for the lowest paid municipal employees.

This matter was sponsored by Councilors Ruthzee Louijeune, Tania Fernandes Anderson, and Kenzie Bok and referred to the committee on March 8, 2023.

Summary of Legislation

Docket #0521 orders the City of Boston to conduct a review of all city employee salaries, with a focus on the City's lowest-wage workers and the possibility of establishing a higher minimum municipal wage, and to report its findings to the City Council in a public hearing.

Summary of Amendments

Based on discussion between the Administration, the lead Sponsor, and the Chair, the order is amended to establish a deadline of July 1, 2023 for the required report, with the understanding that the Administration will endeavor to provide an intermediate snapshot of the underlying data at a sooner date to the greatest extent practicable.

Committee Chair Recommended Action

As Chair of the Committee on City Services and Innovation Technology, I recommend moving the listed docket from the Committee to the full Council for discussion and formal action. At this time, my recommendation to the full Council will be that this matter **OUGHT TO PASS IN A NEW DRAFT.**

Kenzie Bok, Chair

Committee on City Services & Innovation Technology

OFFERED BY COUNCILORS RUTHZEE LOULJEUNE, 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, That the City of Boston conduct a review of all city employee salaries and incomes, focusing on our lowest wage workers and exploring the creation of a minimum municipal wage standard, and produce a written report of its findings to be filed in City Council no later than July 1, 2023, with an intermediate data snapshot to be provided to the Council prior to that date to the extent possible, and the final report to be subsequently discussed at a public Council hearing.

Filed in Council: March 8, 2023