

**CITY OF EL PASO, TEXAS
AGENDA ITEM
AGENDA SUMMARY FORM**

DEPARTMENT: Mayor and Council

AGENDA DATE: 03/14/2023 (Regular Agenda)

CONTACT PERSON NAME AND PHONE NUMBER: Rep. Chris Canales, 915-212-0008

DISTRICT(S) AFFECTED: All

STRATEGIC GOAL:

Strategic Goal 1 - Cultivate an Environment Conductive to Strong, Economic Development; Strategic Goal Number 06 - Set the Standard for Sound Governance & Fiscal Management

SUBJECT:

APPROVE a resolution / ordinance / lease to do what? OR AUTHORIZE the City Manager to do what? Be descriptive of what we want Council to approve. Include \$ amount if applicable.

Discussion and action on a Resolution that the City of El Paso sets a goal to reach a minimum hourly wage of \$15 for City of El Paso employees by the end of FY2026; and that the City of El Paso will monitor progress towards this goal and consider future increases to ensure that City employees are able to earn a wage that allows them to support themselves and their families

BACKGROUND / DISCUSSION:

Discussion of the what, why, where, when, and how to enable Council to have reasonably complete description of the contemplated action. This should include attachment of bid tabulation, or ordinance or resolution if appropriate. What are the benefits to the City of this action? What are the citizen concerns?

The MIT Living Wage Calculator suggests that a single adult in El Paso in 2023 would need to earn at least \$14.67 per hour to cover basic expenses. Increasing the minimum wage can provide benefits that allow employees to support themselves and their families for stronger employee morale and increased productivity.

PRIOR COUNCIL ACTION:

Has the Council previously considered this item or a closely related one?

N/A

AMOUNT AND SOURCE OF FUNDING:

How will this item be funded? Has the item been budgeted? If so, identify funding source by account numbers and description of account. Does it require a budget transfer?

N/A

*******REQUIRED AUTHORIZATION*******

RESOLUTION

WHEREAS, the City of El Paso recognizes the importance of providing City employees with a livable wage that allows them to support themselves and their families; and

WHEREAS, the MIT Living Wage Calculator suggests that a single adult in El Paso in 2023 would need to earn at least \$14.67 per hour to cover basic expenses; and

WHEREAS, the current minimum hourly wage for City of El Paso employees is \$12.11, which is below a true living wage in El Paso; and

WHEREAS, increasing the minimum hourly wage for City of El Paso employees can provide benefits such as increased purchasing power, causing more dollars to circulate in the local economy, reduced poverty and inequality, and improved employee morale and productivity; and

WHEREAS, the City of El Paso has already taken steps to increase the minimum hourly wage for City of El Paso employees, including a total increase of \$1.00 per hour (approximately 9%) during FY2023;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF EL PASO:

THAT the City of El Paso sets a goal to reach a minimum hourly wage of \$15 for City of El Paso employees by the end of FY2026;

BE IT FURTHER RESOLVED THAT the City of El Paso will monitor progress towards this goal and consider future increases to ensure that City employees are able to earn a wage that allows them to support themselves and their families

(Signatures appear on following page)

APPROVED this __ day of March, 2023.

THE CITY OF EL PASO:

Oscar Leaser
Mayor

ATTEST:

Laura D. Prine
City Clerk

APPROVED AS TO FORM:

A handwritten signature in black ink, appearing to read "Evy AS", is written over a light gray rectangular background.

Evy A. Sotelo
Assistant City Attorney