

**LIVING WAGE RESOLUTION**

WHEREAS, more than fifteen percent (15%) of all Champaign County residents live in poverty; and

WHEREAS, the City of Urbana wishes to encourage gainful employment—not welfare—as the means by which American individuals and families sustain themselves; and

WHEREAS, the Urbana City Council embraces the goal of enabling all City employees to achieve economic self-sufficiency and overcome the modern phenomenon of the “working poor”; and

WHEREAS, it is not the City’s intent that this Resolution be construed to require the City to take action which would conflict with, interfere with, and/or supercede any provision of a collective bargaining agreement with any union representing City employees; and

WHEREAS, it is not the City’s intent that this Resolution supplant any existing prevailing wage law or other law that mandates wage rates higher than the Living Wage as defined herein.

NOW THEREFORE, BE IT RESOLVED by the Urbana City Council as follows:

Section 1. All permanent full-time City employees shall be paid an hourly wage no lower than the Living Wage.

Section 2. The hourly wage that will be offered permanent full-time City employees in future collective bargaining with any union representing City employees shall be no less than the Living Wage; and

Section 3. The Living Wage shall be adjusted and the affected employees’ hourly wage increased no later than July 1 of each year to reflect changes in the poverty level for a family of four, as reported by the United States Department of Health and Human Services.



Section 4. All full-time City employees shall have group health insurance benefits made available to them and their dependents. The City, unless subject to a duty to negotiate under the Illinois Public Labor Relations Act (5 ILCS 315/1, et. seq.), shall have sole discretion to determine the nature and extent of group health insurance benefits, the carriers through which group health insurance benefits are to be provided, and the amount of its contribution toward group health insurance benefits.

Section 5. The City will not contract with any private entity or other unit of government to replace an existing permanent full-time position unless such private entity or other unit of government pays the employee in that position, who will be performing the contracted for functions, a Living Wage and provides group health insurance benefits with that position.

Section 6. For the purposes of this Resolution, the following words shall have the meanings herein indicated:

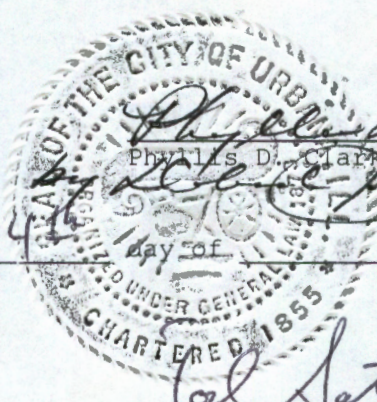
*Full-time City employee* means an employee who normally works at least thirty-five (35) hours per week.

*Living Wage* means an hourly rate arrived at by dividing the federal poverty level for a family of four, as determined by the United States Department of Health and Human Services by 2080, which is the number of hours a person would work in a year if he/she worked forty hours a week, fifty-two weeks per year.

Section 7. This Resolution shall be in full force and effect from and after its passage.



PASSED by the City Council this 1st day of April,  
2002.



*Phyllis D. Clark*  
Phyllis D. Clark, City Clerk  
*[Signature]*  
Deputy Clerk

APPROVED by the Mayor this \_\_\_\_\_ day of \_\_\_\_\_ April,  
2002.

*Tod Satterthwaite*  
Tod Satterthwaite, Mayor

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