**ORDINANCE NO. 6438 OF 2024**

BY THE CADDO PARISH COMMISSION:

AN ORDINANCE TO AMEND AND RE-ENACT SECTIONS 2-209 ET SEQ OF ARTICLE VI OF THE CODE OF ORDINANCES RELATIVE TO THE CADDO PARISH LIVING WAGE, AND OTHERWISE PROVIDING WITH RESPECT THERETO.

WHEREAS, the Caddo Parish has an interest in protecting the public health, safety and welfare of its residents by establishing certain compensation requirements for its own classified employees; and

WHEREAS the poverty rate in Caddo Parish exceeds the national average according to U.S. Census data; and

WHEREAS, payment of higher wages is associated with greater business investment in employee training, higher productivity, and lower employee absenteeism and turnover; and

WHEREAS, this Article is intended to promote better quality and increase the reliability of Caddo Parish employees, promote higher productivity and retention of parish employees, and thus increase the quality of services rendered by the Parish to its citizens.

NOW, THEREFORE, BE IT ORDAINED, by the Caddo Parish Commission in due, legal and regular session convened that the Caddo Parish Commission amends Chapter Two, Article I of the Caddo Parish Code of Ordinances to add the following:

**CHAPTER 2-ADMINISTRATION**

**ARTICLE V.-LIVING WAGE ORDINANCE**

Section 2-225. POLICY STATEMENT

In accordance with all applicable state and federal laws, the Parish of Caddo has adopted the following Living Wage Ordinance to comply with the Parish's policy of providing and ensuring that its employees earn a living wage to increase the reliability and productivity of Parish employees.

Section 2-226 LIVING WAGE

Starting in fiscal year 2025, the Parish of Caddo's minimum classified pay rate shall be $15.00 per hour.

BE IT FURTHER ORDAINED, that this ordinance is effective January 1, 2025.

BE IT FURTHER ORDAINED, that all ordinances or parts thereof in conflict herewith are hereby repealed.

**Approved as to legal form:**

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**Parish Attorney**

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**Date**