

ORDINANCE NO. 6477 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.

DIVISION 4.-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. The further purpose of this division is to ensure that when taxpayer-funded benefits are extended by the parish to private business, they are used in a way that benefits the parish as a whole, by creating jobs that keep workers and their families out of poverty.

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.

Section 2-227 LIVING WAGE AS APPLIED TO PARISH CONTRACTORS

Starting in fiscal year 2025, every covered employer shall pay covered employees no less than \$15.00 per hour for all hours worked as a covered employee.

Section 2-228 DEFINITIONS

(a) A parish contractor is a "covered employer" for any parish contract, not required by Louisiana law to be publicly bid, where the value is or is projected to be \$25,000.00 or more. A parish contractor ceases to be a covered employer for a parish contract upon termination of that contract.

(b) A "covered employee" is an employee of a covered employers are" for all hours he or she performs work: (a) pursuant to a parish contract.

(c) Exceptions to covered employers and covered employees:

1. unpaid volunteers
2. student workers
3. student interns

4. individuals receiving job-skills preparation in connection with a program of study at an educational institution
5. organizations receiving parish funds through the NGO process
6. Businesses with less than sixteen employees

Section 2-229 MONITORING

(a) Every covered employer shall be deemed to have agreed to the payment of a living wage, as defined in Section 2-227, as a condition of entering into or renewing a parish contract, and shall: (a) post a notice in a prominent place regarding the applicability of this article in every workplace in which covered employees are working that is within employer's custody and control; and (b) provide payroll records or any other documentation deemed necessary to ensure compliance with this article within ten business days from the parish's request.

(b) Prior to entering into a parish contract, a covered employer shall submit all required documentation to the designated department indicating compliance with this article.

(c) Any person may submit a complaint or report of a violation of this article to the designated department. Upon receipt of such a complaint or report, the designated department shall investigate to determine if there has been a violation. The investigation shall be resolved within 90 days.

(d) A contractor's failure to comply with the requirements of this article shall be deemed a material breach of the parish contract.

(e) Annually, the administration shall present a report to the parish commission detailing its efforts to monitor compliance with this article. This report shall identify each parish contract involving a covered employer the number of covered employees that have worked on parish contracts over the last calendar year.

Section 2-230 PENALTY

(a) The parish shall have the right to modify, terminate, and/or seek specific performance of any parish contract with a covered employer or to cancel, terminate or suspend the parish contract in whole or in part and/or to refuse any further payments under the parish contract. The parish may also debar the covered employer from receipt of parish contracts for a period not to exceed two years.

(b) Nothing contained in this article shall be construed to limit in any way the remedies, legal or equitable, which are available to the parish or any other person for the correction of violations of this article.

Section 2-231 MULTI-YEAR AGREEMENTS

Any parish contract covered by this section, with a term of longer than one year, inclusive of any renewal terms or extensions, shall provide that the living wage is enforceable in each year the contract is in force.

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:

Parish Attorney

Date