



Request for City Council Committee Action from the Department of Community Planning & Economic Development

Date: December 10, 2013
To: Council Member Lisa Goodman, Community Development Committee
Subject: Living Wage/Job Linkage Report

Recommendation: Receive and File

Previous Directives: In June of 1995, the Minneapolis City Council and Mayor amended the existing Job Linkage process to require job creation, job retention, and a preference for hiring Minneapolis residents. The City Council subsequently adopted a Living Wage Resolution in 1997, and substantially amended and restated it on February 2, 2001 to comply with the State Business Subsidy Act, which the Minnesota State Legislature enacted in 1999 and amended in 2000 and 2008. On November 4, 2005, the Minneapolis City Council adopted the "Minneapolis Living Wage and Responsible Public Spending Ordinance".

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Approved by: Charles T. Lutz, Deputy Director, CPED _____
Cathy Polasky, Director Economic Policy & Development _____
Presenters in Committee: Mark Brinda, METP 612-673-6231

Reviews

- Permanent Review Committee (PRC): Approval N/A X ___ Date _____
- Civil Rights Approval Approval N/A X ___ Date _____
- Policy Review Group (PRG): Approval N/A X ___ Date _____

Financial Impact

- No financial impact

Community Impact

- City Goals - Supports the "One Minneapolis" goal that stresses equal access, equal opportunity, and equal input.
- City Goals – Jobs and Economic Vitality
- Sustainability Targets: Supports Minneapolis residents earning a living wage
- Living Wage/Business Subsidy Agreement Yes X ___ No _____
- Job Linkage Yes X ___ No _____

Supporting Information

This report provides hiring information for companies that have Job Linkage Agreements with the City of Minneapolis. This report shows hiring activity for the period of January 1, 2012 - December 31, 2012. Job Linkage Agreements track hiring overall, hiring at or above Minneapolis' Living Wage, Minneapolis hires and Minneapolis hires with a wage at or above the Minneapolis Living Wage. This report includes all active Job Linkage Agreements, which are voluntary and have no negative consequences for failure to meet job hiring goals.

Job Linkage

The attached report shows all active Job Linkage Agreements. Job Linkage Agreements are voluntary agreements that each business signs with CPED; they include five-year job hiring and retention goals. Businesses are asked to employ Minneapolis residents wherever possible and promote job openings via the City of Minneapolis Employment and Training Program's partners. Jobs that pay the area's living wage are preferred. The living wage in 2012 of \$14.41 per hour is based on 130% of the 2012 Federal Poverty Guidelines for a family of four.

Attachment 1 shows the following:

1. *Column F: Base Employment* – Indicates the number of employees working at the business when the agreement was signed.
2. *Column G: Job Linkage Goal* – Indicates the five-year goal for hiring that each business tries to achieve.
3. *Column H: New Hires in 2012* – Indicates the number of people hired regardless of geography at each business during calendar year 2012.
4. *Column I: New Hires in 2012 above Living Wage* – Indicates the number of people hired regardless of geography at each business during calendar year 2012 at or above Living Wage.
5. *Column J: Minneapolis Residents Hired in 2012* – Indicates the number of 2012 hires that live in Minneapolis.
6. *Column K: Minneapolis Residents Hired in 2012 above Living Wage* – Indicates the number of Minneapolis residents hired at each business during calendar year 2012 at or above Living Wage.