



Public Hearing – January 22, 2019

Proposed Amendments to Wage Theft/Recovery Ordinance

Strategic Plan - Ensure Public Health, Safety, and Welfare:

2.1 Provide planning, coordination, prevention, and protective services to ensure a safe and secure community.

2.4 Support programs that seek to prevent and remedy the causes of homelessness and move individuals and families from homelessness to permanent housing.

Action - Approval of the ordinance amendments would:

- Establish a cap on claimed wages due of \$15,000;
- Preclude prior equity owners from filing wage theft complaints;
- Incentivize compliance with orders issued by the Special Magistrate;
- Limit recoveries ordered when the employer has offered some or all of the wages claimed prior to hearing;
- Widen protections against retaliation for proceedings under the Wage Theft/Recovery Ordinance; and
- Limit opportunities for non-paying employers to participate in county procurement/contracting opportunities.

Fiscal & Regulatory Impact:

- *De minimis* fiscal impact anticipated;

Value Impact:

- Ordinance enhanced to be more impactful;
- Anticipated increase in number of Special Magistrate Orders being paid; and
- Realization of greater payment of wages earned but unpaid to those who engaged in work on behalf of their employers.