



OFFICE OF COUNCIL PRESIDENT TODD GLORIA
CITY OF SAN DIEGO

MEMORANDUM

DATE: March 12, 2014

TO: Honorable Mayor Kevin Faulconer
Honorable City Councilmembers

FROM: Council President Todd Gloria
Council President Pro Tem Sherril Lightner
Councilmember Myrtle Cole
Councilmember Marti Emerald

Todd Gloria
Sherril Lightner
Myrtle Cole
Marti Emerald

SUBJECT: Improving Wages and Working Conditions in San Diego

Given the number of San Diego families below the poverty level, good jobs with earned benefits and wages are needed. Providing San Diegans with access to earned sick leave and raising the minimum wage will help assure these types of jobs.

We propose an initiative that addresses these issues that can be placed on the November 2014 General Election ballot for the voters' consideration.

The proposed ballot measure shall include the following:

- Access to five days of earned sick leave for all employees in the City of San Diego, regardless of industry or business type;
- A meaningful increase in the minimum wage for all people working within the City of San Diego;
- A cost of living index attached to the minimum wage which shall be updated annually; and
- A phase-in period, with a slightly slower phase-in for small businesses and non-profits.

We look forward to hearing from all community stakeholders including residents, workers, business owners, non-profits, and other key groups. This issue will be discussed at the Economic Development and Intergovernmental Relations Committee on March 24 at 9am in the Committee Room, located in City Administration Building, 12th Floor, 202 C Street, San Diego, CA 92101.

cc: Honorable City Attorney Jan Goldsmith
Andrea Tevlin, Independent Budget Analyst
Liz Maland, City Clerk