

# City of Philadelphia



(Bill No. 140488)

## AN ORDINANCE

Amending Chapter 17-1300 of The Philadelphia Code, entitled “Philadelphia 21st Century Minimum Wage and Benefits Standard,” by further providing with respect to the application of the minimum wage and benefits standard to contractors, subcontractors, recipients of financial assistance, and subrecipients of financial assistance; and by revising the required Minimum Wage Standard; all under certain terms and conditions.

### *THE COUNCIL OF THE CITY OF PHILADELPHIA HEREBY ORDAINS:*

SECTION 1. Chapter 17-1300 of The Philadelphia Code is hereby amended to read as follows:

#### CHAPTER 17-1300. PHILADELPHIA 21ST CENTURY MINIMUM WAGE AND BENEFITS STANDARD.

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§ 17-1303. Employers Subject to the Requirements of this Chapter.

The employers described below shall comply with the minimum compensation standards established by this Chapter.

(1) The City of Philadelphia, including all its agencies, departments and offices.

(2) For-profit Service Contractors, which receive or are subcontractors *at any tier* on contract(s) for \$10,000 or more from the City in a twelve-month period, with annual gross receipts of more than \$1,000,000.

(3) Non-profit Service Contractors which receive or are subcontractors *at any tier* on contract(s) from the City of more than \$100,000 in a twelve-month period.

(4) Recipients of City leases, concessions, or franchises, or subcontractors *or subrecipients* thereof *at any tier*.

(5) City financial aid recipients. Compliance shall be required for a period of five (5) years following receipt of aid.

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(6) Public agencies which receive contract(s) for \$10,000 or more from the City in a twelve-month period.

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## § 17-1305. Compensation Required to be Paid to Employees.

Except as otherwise provided in this Chapter, an Employer subject to this Chapter shall provide its covered Employees the following minimum compensation:

(1) Minimum Wage Standard. The Employer shall pay each Employee an hourly wage, excluding benefits, *equal to at least the higher of:*

(a) 150% of the federal minimum wage *or*

(b) *\$12.00 multiplied by the CPI Multiplier. The CPI Multiplier shall be calculated annually by the Director of Finance, for wages to be provided on and after January 1 of each year by dividing the most recently published Consumer Price Index for all Urban Consumers (CPI-U) All Items Index, Philadelphia, Pennsylvania, by the most recently published CPI-U as of January 1, 2015.*

\* \* \*

## § 17-1306. Required Contract Provisions.

Every City contract, lease, license, concession agreement, franchise agreement or agreement for financial aid (collectively "contract" or "agreement") with an employer described in this Chapter or amendment thereto shall contain provisions requiring the employer to comply with the requirements of this Chapter as they exist on the date when the employer entered into its agreement with the City or when such agreement is amended. Such agreement provisions shall require the employer to promptly provide to the City documents and information verifying its compliance with the requirements of this Chapter, and provide for sanctions for non-compliance. Such agreement provisions shall also require the employer to notify each of its affected employees with regard to the wages that are required to be paid pursuant to this Chapter. *Such agreement provisions shall also require the employer to pass along the requirements of this Chapter to subcontractors and subrecipients at any tier.*

SECTION 2. The voters having approved on May 20, 2014, the amendment to the Philadelphia Home Rule Charter proposed in Resolution No. 130544, this Ordinance shall take effect immediately, provided that the amendment to Section 17-1305 of The Philadelphia Code, as set forth in Section 1, shall take effect January 1, 2015.

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**Explanation:**

*Italics* indicate new matter added.  
[Brackets] indicate matter deleted.

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CERTIFICATION: This is a true and correct copy of the original Bill, Passed by the City Council on June 19, 2014. The Bill was Signed by the Mayor on July 30, 2014.



Michael A. Decker  
Chief Clerk of the City Council