



County of Santa Cruz

GENERAL SERVICES DEPARTMENT

701 OCEAN STREET, SUITE 330, SANTA CRUZ, CA 95060-4073

(831) 454-2210 FAX: (831) 454-2710 TDD: 711

SUBJECT: Santa Cruz County Living Wage Ordinance for County Fiscal Year July 1, 2026 – June 30, 2027

The County of Santa Cruz is currently certifying all Living Wage applicable vendors for the 2026/2027 fiscal year commencing July 1, 2026. You will find enclosed all the appropriate information you will need to understand the Living Wage Ordinance and how your company must participate. All covered vendors, providing \$15,000.00 or more cumulatively in services to the County, must complete a current Living Wage Compliance statement and return to me to keep on file in the General Services Department. For your convenience, a brief summary of this ordinance is attached. For complete information on this ordinance, visit the county Web site at <http://www.co.santa-cruz.ca.us/Departments/GeneralServices/Purchasing/CurrentLivingWageOrdinance.aspx>

In June of 2026, the Board of Supervisors approved an increase in the Living Wage rates from \$21.20 per hour to **\$21.78** per hour, and from \$23.13 per hour to **\$23.76** per hour without benefits. Please complete the enclosed Compliance Statement and return to me **within 5 business days** of this request. This will ensure prompt payment of current outstanding invoices.

You may scan/email your completed form to Purchasing@santacruzcountyca.gov.

There are three notices enclosed that must be posted in view of all your employees; one notice in English and one in Spanish explain the employees' Living Wage rights and the other explains the Complaint Process. Please make sure these postings occur to ensure compliance.

Thank you for your prompt attention to these matters. If you have any questions, please contact our office at Purchasing@santacruzcountyca.gov.

Sincerely,

Shauna M. Soldate
Purchasing & Logistics Manager
County of Santa Cruz
Enclosure: Santa Cruz County Living Wage Packet

Santa Cruz County Living Wage Packet For Non-Profits

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INSTRUCTIONS: COMPLETE, SCAN, AND RETURN to County of Santa Cruz.

Return Completed Documents via Email at:
Purchasing@santacruzcountyca.gov

Living Wage Ordinance
Ordinance Amending Section 2.122.050
Relating to Applicability of the Ordinance to Non-Profit Agencies

Summary of Requirements for Non-Profit Contractors

Revised to adjust Living Wage standard for FY 2026-27
Approved by the Board of Supervisors on MONTH DAY, 2026

On July 1, 2003, new living wage reporting requirements became effective for all non-profit agencies entering into contractual agreements with the County unless the agency meets one of the following ordinance exemption criteria:

Ordinance Exemption Criteria for Non-Profit Contractors

- Agencies with all positions paid a wage rate at or above the current living wage standard, effective 07/01/26, of \$21.78/hr with benefits and \$23.76/hr without benefits.
- Agencies with five or fewer employees.
- Agencies with cumulative contracts with the County in current fiscal year under \$15,000.
- Agencies with employees represented by a collective bargaining agreement.
- Programs operated by non-profit agencies that do not receive any County funds.
(Examples: Head Start Program operated by Santa Cruz Community Counseling Center has exclusive pass through non-County funding. Other funding sources that are often pass through only include: Dept. of Labor, Dept. of Justice, and WIA.)

Required Non-profit Contract Attachments:

Living Wage Data Report (Form 1)

This form must be completed by all non-profit contractors. It determines the exemption status of the agency and requires the Executive Director's signature self-certifying that the living wage data reported by the contractor is true and accurate.

Non-Wage Provisions Self-Certification Form (Form 2)

The signature of the agency's Executive Director on this form certifies that the contractor is in compliance with the following non-wage provisions of the ordinance:

1. Employee rights to report violation and to non-retaliation: (Section 2.122.110)
Contractors shall not retaliate against employees claiming violation of the ordinance.
2. Labor relation neutrality: (Section 2.122.130) Contractors shall not hinder or further collective bargaining organization or other collective bargaining activities by or on behalf of an employer's employees.
3. Employee Retention: (Section 2.122.140) In the event any contract for services for an amount greater than \$50,000 is terminated by the County prior to its expiration, any new contract with a subsequent contractor for those same services shall make the best efforts to offer employment to qualified employees of the prior contractor.

Wage Date Reporting Requirement **Suspended until further notice**

All non-profit contractors that do not fall under the ordinance exemption criteria are required to provide the County with wage information for all employees earning less than the County's living wage standard.

Agency Wage Data Report By Job Classification (Form 3) **Suspended until further notice**

The County electronically distributes this form annually during the month of January to all non-profit agencies required to provide wage data on their lowest paid workers. The wage data collected is used to provide a Living Wage Status Report to the Board of Supervisors annually in May based on up-to-date information provided by contractors with workers earning less than the County's living wage standard.



County of Santa Cruz

GENERAL SERVICES DEPARTMENT

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COUNTY OF SANTA CRUZ LIVING WAGE COMPLAINT PROCEDURE

Role of Complaint Process and Compliance Officer:

To establish a process for complainants to ensure whether contractors are in violation of a County contract.

Complaint Process:

1. Complainant notifies the Compliance Officer to register complaint.

Compliance Officer
County Executive Office
Room 520
701 Ocean Street
Santa Cruz, CA 95060
831-454-2100
FAX: 831-454-3420

2. Within three business days, Compliance Officer contacts complainant for further information.
3. Compliance Officer forwards information to contracting department for follow up investigation and findings to determine whether the contractor is in violation of the ordinance.
4. Contracting department completes investigation and makes findings within 30 days following receipt of complaint by the Compliance Officer.
5. Immediately following the conclusion of the investigation, contracting department notifies Compliance Officer of the investigative findings.
6. Within 7 days, the Compliance Officer notifies complainant of findings.

COUNTY OF SANTA CRUZ



LIVING WAGE ORDINANCE EMPLOYEE NOTIFICATION

Employees working for this firm are subject to the County of Santa Cruz Living Wage Ordinance that was implemented on January 11, 2002. The Ordinance requires that all company employees who either work or live within Santa Cruz County and hired by contractors or subcontractors to work on county contracts are to be paid a living wage when the total value of the company's service contracts with the County exceeds \$15,000 in a fiscal year.

The minimum compensation to employees shall be:

1. If benefits are provided, a wage of not less than \$21.78 per hour, effective July 1, 2026.
2. If benefits are not provided, a wage of not less than \$23.76 per hour, effective July 1, 2026.

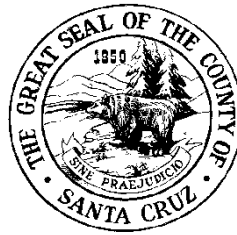
Benefits are defined as follows:

1. A combined twelve days compensated sick and vacation leave annually for full time employees, and pro-rated leave for employees working less than full time.
2. Payment of at least \$1.98 per hour toward health insurance for the employee.

Please direct questions regarding this ordinance to the County of Santa Cruz, Purchasing Division (831) 454-2210, 701 Ocean Street, Room 330, Santa Cruz, CA 95060. Purchasing@santacruzcountyca.gov

Complaints concerning contractors' compliance with the Living Wage Ordinance should be made to the Compliance Officer through the County Executive Office at 701 Ocean St, Room 520, Santa Cruz, CA 95060, Phone: 831-454-2100 Fax: 831-454-3420

EL CONDADO DE SANTA CRUZ



AVISO PARA LOS EMPLEADOS ORDENANZA COSTO DE VIDA (LIVING WAGE ORDINANCE)

Los empleados que trabajan para esta empresa están sujetos a la Ordenanza de Sueldo Digno (Living Wage Ordinance), la cual fue implementada el 11 de Enero del 2002. La Ordenanza requiere que todos los empleados de una empresa que trabajan o vivir dentro del Condado de Santa Cruz y contratado por contratistas o subcontratistas para trabajar de Contratos del Condado, deben de ganar un “Costo de Vida” cuando el valor total de los servicios de la empresa los contratos con el Condado excede \$15,000 en un año fiscal.

La compensación mínima por hora para los empleados debe de ser:

1. Si se proveen beneficios médicos, un sueldo de \$21.78/hora, efectivo el primero de Julio, 2026.
2. Si no se proveen beneficios médicos, un sueldo de \$23.76/hora, efectivo el primero de Julio, 2026.

Beneficios se definen como sigue:

1. Una combinación de doce días pagados por año por vacaciones o enfermedad para los empleados que trabajan tiempo completo, y una combinación de tiempo proporcionado para los empleados que trabajan menos de tiempo completo.
2. Un pago mínimo de \$1.92 por hora, para los beneficios médicos para el/la empleado/a.

Si usted tiene preguntas sobre esta ordenanza, por favor, llame el División de Purchasing de la Departamento de Servicios General (831) 454-2210, 701 Ocean Street, Room 330, Santa Cruz, CA 95060. Purchasing@santacruzcountyca.gov

La Oficina del Ejecutivo del Condado (County Executive Office) controla la conformidad de la Ordenanza de Sueldos Dignos. Quejas sobre la falta de conformidad de la empresa deben de ser dirigidas al Oficial de Cumplimiento en 701 Ocean St, Room 520, Santa Cruz, CA 95060, Teléfono: 831-454-2100, Fax: 831-454-3420

ORDINANCE NO. 4646

**ORDINANCE ADDING CHAPTER 2.122 TO THE SANTA CRUZ
COUNTY CODE RELATING TO A LIVING WAGE**

The Board of Supervisors of the County of Santa Cruz ordains as follows:

SECTION 1

Title 2 of the Santa Cruz County Code is hereby amended by adding Chapter 2.122 thereto,
said new chapter to read as follows:

Chapter 2.122

PAYMENT OF LIVING WAGE

2.122.010	FINDINGS AND PURPOSE
2.122.020	LIVING WAGE REQUIREMENT
2.122.030	DEFINITIONS
2.122.040	EXEMPTIONS
2.122.050	NONPROFIT AND OTHER AGENCIES
2.122.060	ASSIGNEES/SUCCESSORS IN INTEREST
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2.122.080	CERTIFICATION BY CONTRACTOR
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2.122.100	NOTIFICATION OF EMPLOYEES
2.122.110	MONITORING AND ENFORCEMENT
2.122.120	THIRD TIER REVIEW
2.122.130	LABOR RELATION NEUTRALITY
2.122.140	EMPLOYEE RETENTION
2.122.150	SEVERABILITY

Section 2.122.010 FINDINGS AND PURPOSE

In enacting this Chapter the Board of Supervisors makes the following findings and articulates the following purposes for the promulgation of the living wage regulations set forth herein:

1. The health and welfare of all Santa Cruz County residents is benefitted and advances when Santa Cruz County workers are paid a living wage;
2. The County awards many contracts to private sector employers to provide services to the County in accordance with those contracts;
3. Many workers in Santa Cruz County and their families live at or below the poverty line. The payment of inadequate wages to those workers tends to negatively affect the quality of services provided to the County and its residents by fostering high turnover and instability in the workplace;

4. The payment of a living wage will increase the ability of low wage workers to attain sustenance, decrease the amount of poverty and reduce the amount of taxpayer funded services provided in the County of Santa Cruz;
5. Some employers who provide contract services to the County do not provide health insurance benefits to their employees. This factor negatively affects worker performance and the quality of services delivered to the County and its residents, results in unwarranted employee absenteeism and negatively impacts local and State health programs. These problems can be favorably impacted if employers provide reasonable health insurance benefits to their employees; and
6. Living wage jobs will decrease poverty, increase consumer income and invigorate neighborhood businesses.

2.122.020 LIVING WAGE REQUIREMENT.

- A. Covered employees shall be paid a living wage.
- B. The "living wage" to be paid to employees pursuant to the requirements of this Chapter shall be a minimum hourly wage set by resolution of the Board of Supervisors after consideration of the annual cost of living increase as measured by the San Francisco-Oakland-San Jose area Consumer Price Index, Table 6 - Consumer Price Index for Urban Wage Earners and Clerical Workers, per cent change for the period October to October. The Chairperson of the Board of Supervisors, or his/her designee, shall meet once a year with representatives appointed by each of the other jurisdictions in Santa Cruz County who have adopted living wage ordinances to recommend a uniform Living Wage index, based on the Consumer Price Index. Any adjustments made to the minimum hourly wage shall become effective the following July 1st, or on such other date as specified in the resolution setting the wage.
- C. "Benefits" as used in this section means all of the following at a minimum, provided by employer: twelve days compensated sick and vacation leave (combined) annually for full-time employees, prorated for employees working less than full time; payment of at least \$1.00 per hour toward health insurance for the employee. No covered employer will fund wage increases required by this Chapter, or otherwise respond to the provisions of this ordinance, by reducing the health insurance, pension, vacation, or other non-wage benefits of any of its employees.
- D. Amendments to this Chapter concerning the definition of living wage shall apply to contracts entered into or extended following the effective date of such amendments.

2.122.030 DEFINITIONS.

The following words and phrases, whenever used in this Chapter, shall be given the following definitions:

- A. "Contract for private sector services" shall refer to any contract for profit between the County and a private sector contractor for the following services:
- Automotive repair and maintenance
 - Equipment maintenance service
 - Facility and building maintenance
 - Furniture moving and installation/maintenance services
 - Janitorial and custodial services
 - Landscape maintenance services
 - Laundry services
 - Office and clerical services
 - Pest control services
 - Recreation services
 - Security services
 - Transportation and shuttle services
 - Towing services
 - Tree trimming and removal
- B. "Contract for private sector services" does not refer to: contracts for commodities, goods, or supplies; contracts for public works; contracts for public projects subject to a prevailing wage requirements; contracts for professional services including but not limited to the services of architects, engineers, landscape architects, land surveyors, construction managers, scientists, physicians, attorneys, financial advisers, or consultants; nor leases.
- C. "Contractor for private sector services" shall refer to any private sector contractor/employer who enters into a contract or contracts for private sector services with the County, with the cumulative compensation amount in one County fiscal year greater than \$15,000.
- D. "Subcontractor" shall refer to any subcontractor who enters into a subcontract with a contractor for private sector services.
- E. "Covered employee" shall refer to any employee of a contractor for private sector services, or to any employee of a subcontractor who lives or works in Santa Cruz County. In the foregoing context, "covered employees" are those persons hired by contractors or subcontractors to work on county contracts on a full-time, part-time, temporary, seasonal or regular basis for wages or salary.
- "Covered employee" shall not include persons who are: 17 years old or younger; in positions that are designated for "trainees" that are part of an employer's bona fide time-limited training program, which training program enables the employee to advance into a permanent position; in positions of employment that require student status as a prerequisite to being employed in that position; volunteers; recipients of income support such as but not limited to supplemental security income who would become ineligible for such benefits by virtue of receiving a living wage as described herein, who waive in writing their entitlement to a living wage; or workers in licensed, sheltered workshops or supported employment; recipients of public funds who have been placed in a work experience, on-the-job training position, summer employment position or wage-based

community service position as defined by the Human Services Department Director or Health Services Agency Director.

"Covered employee" shall not include those employees who are represented by a bargaining unit or labor union pursuant to rights conferred by State or Federal law and for whom a collective bargaining labor agreement is in effect governing their terms and conditions of employment. [Ord __, 2013].

- F. "County" shall refer to the County of Santa Cruz including all County departments, related County entities governed by the Board of Supervisors but excluding the Public Authority. [Ord. __, 2013; Ord. 4647 § 1, 2001].

2.122.040 EXEMPTIONS

- A. Exempted from the requirements of this Chapter are contractors with five or fewer employees.
- B. The Board of Supervisors in its sole discretion, or its designee, may grant an exemption for additional grounds upon making a finding and determination either that compliance with the living wage will cause economic hardship, or that the exemption is necessary for the best interests of the County and is due to unusual circumstances (e.g., following a declared natural disaster) or where the County is required to award a contract for services to a sole source contractor for services. For all exemption requests, the exemption applicant must provide a written statement that includes complete details in support of the request for exemption and describe alternative solutions pursued. Exemptions will apply only to the contract for which they are granted.

2.122.050 NONPROFIT AND OTHER AGENCIES

This section shall apply to nonprofit agencies as follows:

- A. All nonprofit contractors shall be exempt from the living wage rate requirement of this Chapter.
- B. Nonprofit contractors shall be required to comply with the "non-wage" related requirements of this Chapter as set forth in Sections 2.122.100, 2.122.130, and 2.122.140.
- C. Nonprofit contractors shall be required to provide wage data as required by the County for all employees compensated at a rate less than the living wage standard.
- D. All exemptions set forth in Section 2.122.040 of this Chapter shall apply to nonprofit contractors, including contractors with five or fewer employees and contractors granted an economic hardship exemption based on a determination of the Board of Supervisors in its sole discretion. An additional exemption to the requirements of this Chapter shall be programs operated by nonprofit contractors that do not receive any County funds.
- E. All Monitoring and Enforcement of "non-wage" related requirements set forth in Section 2.122.110 of this Chapter shall apply to nonprofit contractors.
- F. The following definitions shall apply to nonprofit contractors:
1. "Contractor for nonprofit services" means any nonprofit contractor/employer who enters into a contract or contracts for nonprofit services with the County, with the cumulative compensation in one County fiscal year greater than \$15,000.
 2. "Covered employee" means any employee of a nonprofit contractor for service who lives or works in Santa Cruz County. "Covered employee" shall not include persons

designated as "trainees" in an employer's bona fide time limited training program, positions that require student status, volunteers, recipients of income support such as but not limited to supplemental security income who would become ineligible for such benefits by virtue of receiving a living wage and who waive in writing their entitlement to a living wage, workers in licensed, sheltered workshops or supported employment; recipients of public funds who have been placed in work experience, on-the-job training positions, summer employment positions, or wage-based community service positions as defined by the Human Services Department Director or Health Services Agency Director; nor those employees who are represented by a bargaining unit or labor union pursuant to rights conferred by State or Federal law and for whom a collective bargaining agreement is in effect governing their terms and conditions of employment. [Ord. __, 2013].

G. Applicability of this Chapter to for-profit health and human service agencies shall be considered by the Board of Supervisors at a later date.

2.122.060 ASSIGNEES/SUCCESSORS IN INTEREST

The living wage requirement imposed by this Chapter shall be binding upon the assignees and successors in interest of any contractor or subcontractor to which this Chapter applies.

2.122.070 CONTRACT PROVISION

County departments and officers shall place in contracts for services and related requests for proposals or bid documents language in substantially the following form: "This contract is subject to the provisions of Santa Cruz County Code Chapter 2.122, requiring payment of a living wage to covered employees. Noncompliance during the term of the contract will be considered a material breach and may result in termination of the contract or pursuit of other legal or administrative remedies."

2.122.080 CERTIFICATION BY CONTRACTOR

Prior to commencement of the contract's term or execution by County, Contractor will certify to the satisfaction of the County that its employees are paid a living wage as provided by this Chapter.

2.122.090 APPLICATION OF CHAPTER

The living wage requirement imposed by this Chapter shall apply to all contracts for services and related subcontracts made or entered into, or extended, on or after the effective date of the ordinance enacting this Chapter.

2.122.100 NOTIFICATION OF EMPLOYEES

Contractors for services and subcontractors shall notify all employees subject to the provisions of this chapter of the requirement to pay a living wage, the current minimum living wage rates, the minimum vacation leave and sick leave that must be provided and the minimum amount paid toward health insurance to qualify for the lower minimum living wage. Contractors for services and subcontractors shall post a copy of this Chapter and the approved Complaint Procedure, in the workplace, and provide this information to employees upon request.

2.122.110 MONITORING AND ENFORCEMENT

Monitoring of compliance with the requirements of this Chapter shall occur under the same monitoring program as applicable to the County's prevailing wage requirements. An annual report shall be provided to the Board of Supervisors or its designee concerning the status of the program.

The County Administrative Officer shall be the Compliance Officer for the purpose of enforcing the provisions of this Chapter. Complaints concerning contractors' compliance with this Chapter shall be made to the Compliance Officer, who shall follow the complaint procedure established by the Board of Supervisors.

Any employee claiming violation of the Chapter may report such acts to the County and may bring an action in the appropriate Court of the State of California or other appropriate administrative agency, against an employer to enforce his or her rights. Nothing in this Chapter shall preclude an employee from seeking any or all forms of relief and damages.

Contractors or subcontractors shall not discharge, reduce the compensation of, discriminate or otherwise retaliate against or intimidate any person for making a complaint to the County concerning noncompliance with obligations under this Chapter. Contractors for services, and subcontractors shall also comply with federal, state and all other applicable law proscribing retaliation for union organizing.

2.122.120 THIRD TIER REVIEW

Prior to commencement of the contract's term or execution by County, Contractor and/or Subcontractor will certify to the satisfaction of the County that its employees are paid a living wage as provided by this Chapter. Contractors and Sub-Contractors must include a statement of findings of any violations found against the Contractor and/or Subcontractor over the past five years and how these violations were addressed, with the National Employees Relations Board, the Occupational Safety and Health Agency, the California Labor Commission, the Equal Employment Opportunity Commission and/or the Department of Fair Employment and Housing. Prior to final approval of contracts procured pursuant to Section 2.37.040 in the County Code, pertaining to Board of Supervisors approval of services agreements, the County would consider the history of the proposer as an employer and the working conditions of the employer's employees as deemed appropriate by the Board of Supervisors. The County shall be authorized to access and review the employer's employee turnover, wages paid, benefits and employee grievances or complaints and consider references from entities engaged in prior contracts with the Contractor or Subcontractor. Any proprietary information, or personnel and employee information, shall be kept confidential. This information would be taken into account as part of consideration of the contract and may be used by the Board as the basis for contract denial.

2.122.130 LABOR RELATION NEUTRALITY

Contractors for services and subcontractors shall not hinder or further collective bargaining organization or other collective bargaining activities by or on behalf of an employer's employees. However, this restriction shall not apply to any expenditure made in the course of good faith

collective bargaining, or to any expenditure made pursuant to obligations incurred under a bona fide collective bargaining agreement.

2.122.140 EMPLOYEE RETENTION

In the event that any contract for services for an amount greater than \$50,000 is terminated by County prior to its expiration, any new contract with a subsequent contractor for those same services shall include the following term:

Contractor shall make best efforts to offer employment to qualified employees of the prior contractor for the performance of this contract. Such efforts shall not be required in regard to employees who are (1) exempt under the Fair Labor Standards Act, (2) family members of prior contractor, (3) employed by prior contractor for less than six months, or (4) convicted of a job-related or workplace crime. Upon request by the County, the Contractor shall demonstrate to the County that good faith efforts have been made to comply with this provision.

2.122.150 SEVERABILITY

If any section, subdivision, paragraph, sentence, clause or phrase of this ordinance is for any reason held to be unconstitutional or invalid, such a decision shall not affect the validity of the remaining portion of the ordinance. The Board of Supervisors hereby declares that it would have passed each section, subsection, subdivision, paragraph, sentence, clause or phrase of this ordinance irrespective of the unconstitutionality or invalidity of any section, subdivision, subsection, paragraph, sentence, clause or phrase of this ordinance.

SECTION II

This ordinance shall take effect on the 31st day after the date of final passage.

PASSED AND ADOPTED this ____ day of _____, 2001, by the Board of Supervisors of the County of Santa Cruz by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Tony Campos
Chairman of the Board of Supervisors

Attest: _____

Clerk of the Board

APPROVED AS TO FORM: _____

Dana McRae

County Counsel

DISTRIBUTION: County Counsel

Human Resources Agency

**City of Santa Cruz/County of Santa Cruz
LIVING WAGE DATA REPORT
Fiscal Year 2026/27**

Agency Name: _____

County Dept. _____

Program Name: _____

Please complete this form checking all appropriate boxes for all covered employees in your agency.

A covered employee is any employee of a nonprofit contractor who lives or works in Santa Cruz County.

The signature and date on this form will serve as self-certification of the agency's ordinance exemption status.

☐ **1. Collective Bargaining Agreement**

Check this box if positions in your agency are represented by a bargaining unit or labor union and have a collective bargaining agreement in effect.

☐ **2. All Positions Paid Living Wage Rates** (\$21.78/hr with benefits; \$23.76/hr without benefits)

Check this box if all positions in your agency have pay rates that are at or above the living wage rates.

☐ **3. Living Wage Ordinance Exemption Categories**

Check this box if your agency is exempt from the requirements of the City or County ordinance. Indicate by checking the appropriate box(es) below which exemption(s) applies to your agency:

☐ A. Agency has five or fewer employees.☐ B. Agency has cumulative contracts with the County in current fiscal year less than \$15,000.☐ C. Agency has a current fiscal year contract with the City that is less than \$5,000.☐ D. Agency employees are solely volunteers, trainees, students or individuals under 17 years of age.If items 1, 2, or 3 are checked, your agency is exempt from wage data reporting requirements. Sign and date this form and return to the City and/or the appropriate County Department.☐ **4. A Program In Our Agency Does Not Receive Any City or County Funds**

Check this box if a program in your agency is exempt because it receives no City or County funding.

Indicate the program in your agency that falls under this exemption and the number of program employees.

Program Name: _____ No. of Employees: _____

☐ **5. Some Positions Have Pay Rates Less Than Living Wage Rates**

Check this box if any positions in your agency have pay rates less than the living wage rates.

All non-profit agencies not exempt from the living wage ordinance requirements may be required to provide wage data information for all employees in job classifications paying less than the current living wage standard.

I certify under penalty of perjury that the above information is true and correct to the best of my knowledge._____
Signature of Executive Director_____
Date**Section Below is Optional****Efforts to Maintain and Increase Wages for Positions** (Check all applicable boxes)☐ Our agency was able to bring all workers up to a living wage in FY ____.☐ Our agency was not able to increase pay rates for employee positions in the FY ____ budget.☐ Pay rates for positions in our agency were not reduced in the budget for FY ____.☐ Our agency was able to give our employees the following pay increases (fill in blanks):

Cost of Living Adjustment (COLA) increases of _____%

Step or annual increases of _____ (% or \$\$)

☐ Our agency was able to increase employer-sponsored benefits (Check appropriate boxes):☐ Health insurance benefits☐ Paid sick leave/vacation leave benefits☐ Unpaid sick leave/vacation leave benefits☐ Other _____

**County of Santa Cruz
FY 2026-27 Non-Wage Provisions Self-Certification Form**

Agency Name: _____

County Dept: _____ **Contract No:** _____

All nonprofit agencies receiving County funding, unless exempt from the ordinance requirements, shall comply with the following non-wage provisions of the Living Wage Ordinance (Chapter 2.122 of the County Code):

1. Employee rights to report violation and to non-retaliation: (Section 2.122.110)
Any employee claiming violation of the Chapter may report such acts to the County and may bring an action in the appropriate Court of the State of California or other appropriate administrative agency, against an employer to enforce his or her rights. Nothing in this Chapter shall preclude an employee from seeking any or all forms of relief and damages.
2. Labor relation neutrality: (Section 2.122.130)
Contractors for services and subcontractors shall not hinder or further collective bargaining organization or other collective bargaining activities by or on behalf of an employer's employees. However, this restriction shall not apply to any expenditure made in the course of good faith collective bargaining, or to any expenditure made pursuant to obligations incurred under a bona fide collective bargaining agreement.
3. Employee retention: (Section 2.122.140)
In the event that any contract for services for an amount greater than \$50,000 is terminated by County prior to its expiration, any new contract with a subsequent contractor for those same services shall include the following term:

Contractor shall make best efforts to offer employment to qualified employees of the prior contractor for the performance of this contract. Such efforts shall not be required in regard to employees who are (1) exempt under the Fair Labor Standards Act, (2) family members of prior contractor, (3) employed by prior contractor for less than six months, or (4) convicted of a job-related or workplace crime. Upon request by the County, the Contractor shall demonstrate to the County that good faith efforts have been made to comply with this provision.

Within the last five years, has your agency had any violations with the National Employees Relations Board or the California Labor Commission? Yes ____ No ____

I certify, under penalty of perjury, that _____ is in
(Name of Agency)

compliance with all of the above stated non-wage provisions of the County Living Wage Ordinance.

Signature of Executive Director

Date