

Balducci moved Amendment 5.
The motion carried.

May 14, 2024

5

Impact study

[A. Kim]

Sponsor: Balducci

Proposed No.: 2023-0310

1 **AMENDMENT TO PROPOSED ORDINANCE 2023-0310, VERSION 2**

2 On page 23, after line 520 insert:

3 "SECTION 17.

4 A. The executive shall transmit a report evaluating the impacts of the hourly
5 minimum wage rate as required by this ordinance for unincorporated King County. The
6 executive shall make an effort to evaluate the impacts by various demographics such as
7 income, race, gender, and industry sector for both employees and employers to determine
8 any disproportionate impacts. The report shall include, but not be limited to, the
9 following:

10 1. Evaluation of whether the hourly minimum wage rate is achieving the goal of
11 increasing employees' wages to meet the basic needs of the household, in particular the
12 Black, Indigenous, and People of Color communities whose household income are
13 disproportionately lower;

14 2. Evaluation of any unintended consequences of the hourly minimum wage rate
15 to employees such as reduction in either work hours or other benefits provided by the
16 employer, or both;

17 3. Evaluation of any unintended consequences of the hourly minimum wage to
18 employers, in particular small businesses, which shall include, but not be limited to,

19 revenue, cost, profit, business longevity, and decisions related to divestments and
20 investments;

21 4. Impacts to the region's economy, which shall include, but not be limited to,
22 employment rate, median household income, taxable sales, inflation, industry
23 diversification, and ability to attract new businesses; and

24 5. Impacts due to the inconsistent hourly minimum wage rates across the
25 county.

26 B. The executive shall conduct activities to ensure the collection of any data that
27 will be necessary to inform the report but are not readily available or accessible. Data
28 collection activities shall be conducted as earliest as feasible to provide the best data to
29 inform the report.

30 C. The report shall also be informed by the findings compiled by the workgroup
31 as established in section 12 of this ordinance.

32 D. The executive may contract with an external organization to conduct the
33 evaluation and produce the report.

34 E. The executive shall electronically file the report no later than June 30, 2028,
35 with the clerk of the council, who shall retain an electronic copy and provide an
36 electronic copy to all councilmembers, the council chief of staff, and the lead staff for the
37 transportation, economy, and environment committee, or its successor."

38 Renumber the remaining sections consecutively and correct any internal references
39 accordingly.

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41 **EFFECT prepared by A. Kim:** *The amendment would require the executive to*
42 *transmit a report evaluating the impacts of the hourly minimum wage rate for*
43 *unincorporated King County such as achieving the goal of increasing employees'*
44 *wages to meet the basic needs of the household and evaluating any unintended*
45 *consequences to employees and employers. The report would be due on June 30, 2028,*
46 *approximately three years into the implementation of the hourly minimum wage rate.*