

A RESOLUTION DIRECTING WASHTENAW COUNTY COMMUNITY MENTAL
HEALTH TO NEGOTIATE CONTRACTS WITH THE COUNTY'S CONTRACTED
MENTAL HEALTH SERVICE PROVIDERS
THAT INCREASE WAGES FOR DIRECT CARE WORKERS TO \$10.00
NO LATER THAN OCTOBER 1, 2017
AND TO \$10.50 NO LATER THAN JANUARY 1, 2018

Washtenaw County Board of Commissioners

July 12, 2017

WHEREAS, on October 4, 2001, the Washtenaw County Board of Commissioners adopted A Living Wage Ordinance for the County; and

WHEREAS, under the Ordinance, certain non-exempt County vendors must pay their employees a certain wage for contractual work done for the County; and

WHEREAS, the current Living Wage rates are \$13.13 per hour for those County vendors who provide health care benefits to their employees and \$14.65 per hour for County vendors who do not supply such health benefits; and

WHEREAS, the Washtenaw County Community Mental Health Agency (WCCMH) annually contracts, through the County, for the provision of mental health services by a network of service organizations to meet the mandated and medically necessary services to Medicaid beneficiaries; and

WHEREAS, the service providers are unable to meet the Living Wage Ordinance due to the Medicaid reimbursement rates for the services provided by direct care workers; and

WHEREAS, for the past two years, the County's Board of Commissioners has approved a blanket waiver of the Living Wage requirement for mental health service providers; and

WHEREAS, the Board of Commissioners deeply value the direct care workers' commitment and contribution to providing meaningful support to those served by WCCMH and citizens of the County; and

WHEREAS, the Board of Commissioners would like to reduce the turnover rate of direct care workers, improve direct care workers' morale, and improve the quality and continuity of care—and recognizes that an important means for addressing these issues is the County's mental health service providers raising wages for direct care worker to a minimum of \$10.50 per hour;

NOW THEREFORE BE IT RESOLVED that the Washtenaw County Board of Commissioners directs the County's Community Mental Health Agency to negotiate new contracts with mental health service providers to ensure that the new contracts, which will be effective on October 1, 2017, state that the vendor will pay its direct care workers no less than \$10.00 per hour no later than October 1, 2017 and \$10.50 per hour no later than January 1, 2018 for the duration of the

contract with the goal of continuing to improve direct care workers' wages in order to meet the Living Wage Ordinance in 2020. Per the Washtenaw County Living Wage Ordinance Section 8 (2)(B), contractors may request a partial or complete exemption from the requirements of this resolution if they believe they would cause significant economic harm and the Board of Commissioners finds that said harm outweighs the benefits, provided that the contractor shall provide a written plan to fully comply with the Living Wage Ordinance within three years.

COMMISSIONER	Y	N	A	COMMISSIONER	Y	N	A	COMMISSIONER	Y	N	A
Brabec	X			LaBarre	X			Smith	X		
Deatrick	X			Martinez-Kratz		X					
Jamnick	X			Morgan	X						
Jefferson	X			Ping		X					

CLERK/REGISTER'S CERTIFICATE - CERTIFIED COPY

ROLL CALL VOTE:

7 2 0

STATE OF MICHIGAN)

I, Lawrence Kestenbaum, Clerk/Register of said County of Washtenaw and Clerk of Circuit Court for said County, do hereby certify that the foregoing is a true and accurate copy of a resolution adopted by the Washtenaw County Board of Commissioners at a session held at the County Administration Building in the City of Ann Arbor, Michigan, on July 12th, 2017, as it appears of record in my office.

COUNTY OF WASHTENAW)^{SS}.

In Testimony Whereof, I have hereunto set my hand and affixed the seal of said Court at Ann Arbor, this 13th day of July, 2017.

LAWRENCE KESTENBAUM, Clerk/Register

BY: _____

Deputy Clerk



Res. No. 17-104