



**Board of County  
Commissioners**  
**Pete Gerken**  
*President*  
**Tina Skeldon Wozniak**  
**Ben Konop**

**Office of Support Services**  
John C. Zeitler  
*Director*  
Kelly Roberts  
*Assistant Director*  
Lynn DiPierro  
*Manager*

**Addendum #1 - Issued October 4, 2010**

Regarding Bids for **Security Services (ITB 10-018P) through the** Lucas County Facilities Department, bid opening scheduled for October 7, 2010.

This document becomes a fully incorporated part of the specifications, and this letter constitutes legal notice of this requirement.

The entire original Bid Packet including this addendum must be submitted prior to the Bid Opening Date and Time.

**Please see the attached listing of questions and answers and the Living Wage Affidavit information.**

October 1, 2010

Questions Asked at Lucas County Security Bid Meeting September 30, 2010.

1. Question – What are payment terms when an invoice is turned in?  
Answer - Under normal conditions all payment invoices will be paid within 30 days.
2. Question – Will there be a delay in payment if a new contractor is selected?  
Answer - Payment should follow the same schedule as all invoices, unless the selected new vendor has not submitted the required paper work to allow the payment of invoice in a timely manner.
3. Question – What is the living wage for a family of four (4)?  
Answer – The county Policy for Living Wage is attached.
4. Question – A copy of the sign in sheet was requested.  
Answer – A copy was sent a part of this fax document.
5. Question – What is the time line of the decision for the awarding of the bid?  
Answer – The successful bidder will be selected within a week. The successful bidder will be notified of the award after we submit that company's name to County Commissioners.
6. Question - Do we require Armed patrol or guards in this security contract.  
Answer – No
7. Question – Is the 132 hour training currently being offered for security guard capable of fulfilling the 120 hour training specified in bid?  
Answer – Yes

**Date:** February 24, 2009

**Resolution No. 09-203**

**Title:** Adopting a Lucas County Living Wage Policy

**Department/Agency:** Commissioners

**Contact:** Commissioner Pete Gerken

**Summary/Background:** Lucas County has an interest in ensuring that businesses that receive contracts or other benefits from our taxpayers are meeting minimum compensation levels for their employees. Such minimum compensation levels should allow citizens to support themselves and their families with dignity.

Sub-poverty level wages do not serve the public interest and place an undue burden on taxpayers and the community, who must further subsidize employers who pay inadequate wages by providing their employees social services such as health care, housing, nutrition, and energy assistance.

Lucas County has a responsibility when spending public money to set a community standard that permits full-time workers to live above the poverty level. As the administrator of state and federal anti-poverty dollars, including Ohio Works First, Supplemental Nutrition Assistance Program, and Medicaid, Lucas County must do all it can to ensure that public dollars are not increasing the demand for these subsidies.

This resolution establishes a policy that requires or encourages that businesses seeking taxpayer funding or contracts pay their employees a living wage. It is important to note that this resolution does not attempt to tell all private businesses how to compensate their employees. It is only when a business seeks taxpayers funds that the provisions of this resolution would be triggered.

Under the current poverty guidelines, a living wage is defined by this resolution as at least \$11.66 per hour. For those employers who do not provide adequate healthcare coverage, a living wage is defined by this resolution as at least \$13.78 per hour. Because these figures are defined by Department of Health and Human Services guidelines which change yearly, these wage numbers merely apply for 2009.

**Budget Impact:** N/A

**Statutory Authority/ORC:**

**Commissioner Konop offered the following resolution:**

WHEREAS, in consideration of the above, NOW, THEREFORE BE IT RESOLVED by the Board of County Commissioners, Lucas County, Ohio, that:

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**Adopting a Lucas County Living Wage Policy**

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Section 1. The Board hereby adopts a policy which requires that all businesses that: 1) request public incentives from the Board, and/or 2) receive a contract from the Board of \$10,000 or more pay all employees a living wage and provide adequate healthcare coverage. This living wage policy will not apply to small businesses, non-profit employers, seasonal employees, or interns.

Section 2. The Board defines a living wage as a wage equivalent to at least 110% of the most recent federal poverty guidelines for a family of four, as defined by the Department of Health and Human Services. The Board defines adequate healthcare coverage as single-person health benefits available to employees at less than 15% of the employees' monthly wages. If no healthcare coverage is provided, the living wage is hereby defined as a wage equivalent to at least 130% of the most recent federal poverty guidelines for a family of four, as defined by the Department of Health and Human Services.

Section 3. The Board defines public incentive as including but not limited to tax abatements, economic development loans or grants, tax increment financing, or other forms of taxpayer funding including CDBG funds.

Section 4. The Board defines a small business as an employer with 25 employees or less for the purposes of contract with the Board of \$10,000 or more, and as an employer with 50 employees or less for the purposes of the award of public incentives.

Section 5. Before the award of any public incentive or contract of \$10,000 or greater, a business will be required to provide an affidavit of compliance with this policy and provide additional documents as requested by the Board to verify that a living wage was paid to any and all employees covered.

Section 6. The Board requests the Lucas County Improvement Corporation (LCIC), on a semi-annual basis, conduct a review of all recipients of economic development incentives to ensure that these recipients are in compliance with this resolution. Such a review will be made public and will be reported to the Commissioners for prompt action, if necessary.

Section 7. Unless otherwise resolved by the Board, this resolution shall cease to be in effect two years from the date of its passage.

Section 8. This Board finds and determines that all formal actions of this Board concerning and relating to the adoption of this resolution were taken in an open meeting of this Board and that all deliberations of this Board that resulted in those formal actions were in a meeting open to the public in compliance with the law.

Section 9. This resolution shall be in full force and effect from and immediately upon its adoption.

**February 24, 2009**

**Adopting a Lucas County Living Wage Policy**

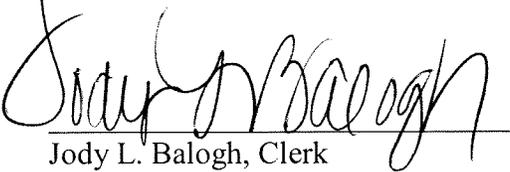
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**Action Taken:**

Commissioner Konop voted yes

Commissioner Skeldon Wozniak voted yes

Commissioner Gerken voted yes

A handwritten signature in black ink, appearing to read "Jody L. Balogh", written over a horizontal line.

Jody L. Balogh, Clerk