

**COMMITTEE RECOMMENDATION WORKSHEET**  
**Wage Friendly Business Honoring**

**I. List the Learning(s) that this recommendation is addressing**

There are over 3,000 businesses in Clarke County. Of these, over 2,600 are “service” businesses, including retail, wholesale, finance, real estate, professional, and many other types of businesses. Many of these businesses pay their workers well, with benefits, and with respectful managerial styles. Many do not. There are multiple variations, of course, on these statements.

- **WRITE THE COMMITTEE RECOMMENDATION\*\* (limit focus to one subject or action item, more than one recommendation may be needed to address a particular learning):**

We propose that the PPA assist in developing a “wage friendly” environment among Clarke County’s businesses by:

- a) establishing criteria for “wage friendliness,” including wages, health benefits, family leave, vacation time with pay, and retirement benefits,
- b) inviting businesses who want to participate to provide their data on these issues,
- c) determining at what level they meet the criteria, if they do, and
- d) advertising their wage friendliness so that consumers and workers will know what they are supporting when they shop or look for a job, and
- e) not selecting any business for a negative assessment.

- **Identify any research, or other kinds of information that was used to craft this recommendation.** (add additional sheets as necessary)

- a) Other organizations and communities that have pursued similar goals have been identified.
- b) The criteria of various levels of “living” have been identified by looking at the 1) increased minimum wage (\$7.50), 2) “living wage (\$11.54), plus health benefits,” and 3) the living wage plus FULL benefits (health, vacation, sick leave, retirement).
- c) Some specific business practices with regard to workers’ needs have been identified anecdotally.

- **Indicate people or groups that we need to talk to help clarify this committee recommendation. List any recommended locations.**

A small group of people have been meeting locally to initiate this process. We recommend that this group continue in its role of establishing criteria with the support of the PPA staff, the conveners, and the Steering Committee. The group consists of Jessica Magnarella, Chris Todd, Patty Freeman-Lynde, and Ray MacNair.

- **What kind of action or resources would be necessary to implement the recommendation?**

Resources will be needed to put together the advertisements of the selected wage friendly businesses. Resources could also be put into identifying those businesses that want to be assessed and selected.

Additional volunteers are needed to staff the committee.

- **Indicate what forces and influences are likely to occur that will support or oppose implementation.**

**Forces that support or oppose (please list):**

It is difficult to imagine anyone opposing the project, unless the committee acts on information that turns out to be misleading. People can decide for themselves whether they want to use the information in making shopping or employment decisions. Any business that wants to be considered can make itself known.

**We believe that there are many businesses that voluntarily pay a living wage and provide opportunities for employee growth. Businesses benefit when the community that supports them is economically healthy. When the community thrives, every individual should have enough income to meet basic needs, medical expenses, and education.**