

INTRODUCED: May 12, 2025

A RESOLUTION No. 2025-R019

To request that the Chief Administrative Officer cause to be conducted a study of the fiscal, operational, and other considerations associated with requiring janitorial and security contractors under contract to provide services to the City to pay the City's minimum wage, currently \$20.00 per hour, to their employees who are performing work under City contracts, and to provide the Council with any recommendations for implementing such a requirement by no later than Nov. 1, 2025.

Patrons – Ms. Robertson, President Newbille, Vice President Jordan, Ms. Trammell
Mr. Breton, Ms. Lynch and Ms. Jones

Approved as to form and legality
by the City Attorney

PUBLIC HEARING: MAY 27 2025 AT 6 P.M.

WHEREAS, as of January 1, 2025, the City's minimum wage for all City employees was increased to \$20.00 per hour, one of the highest in the Commonwealth and well-above the state's minimum wage of \$12.41 per hour; and

WHEREAS, some City services are provided by third-party contractors through contracts awarded by the City through Chapter 21 of the Code of the City of Richmond (2020), as amended, including contractors performing janitorial and security services in City facilities; and

AYES: 9 NOES: 0 ABSTAIN:

ADOPTED: JUN 2 2025 REJECTED: STRICKEN:

WHEREAS, a requirement that janitorial and security services contractors under contract to provide services to the City must pay the City's minimum wage to their employees who are performing services under those City contracts could increase costs for said services, may require the City to renegotiate its service contracts, and may have other fiscal or operational implications; and

WHEREAS, the City Council believes it is in the City's best interest that janitorial and security services contractors performing services for the City fairly compensate their employees who perform work under those City contracts, and that there should be an analysis conducted of how best to achieve this goal;

NOW, THEREFORE,

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF RICHMOND:

That the Council requests that the Chief Administrative Officer cause to be conducted a study of the fiscal, operational, and related considerations associated with requiring janitorial and security contractors under contract to provide services to the City to pay the City's minimum wage, currently \$20.00 per hour, to their employees who are performing services under those City contracts, and to provide the Council with any recommendations for implementing such a requirement including:

1. Consideration of the fiscal impacts of requiring janitorial and security contractors under contract to provide services to the City to pay the City's minimum wage to their employees who are performing services under those City contracts;
2. Consideration of the operational or other concerns related to implementing such a requirement in existing agreements with janitorial and security contractors under contract with the City to provide services at City facilities;

4. A proposal for implementing, as soon as possible, the requirement that janitorial and security contractors under contract to provide services to the City must pay the City's minimum wage to their employees who are performing services under those City contracts.

That the Chief Administration Officer is hereby requested to submit a report on the results of this study to the Council by no later than November 1, 2025.

CITY ATTORNEY'S OFFICE

Carlin D. Rind
City Clerk



Richmond City Council

The Voice of the People

Richmond, Virginia

RECEIVED

By Paula Hackney - City Attorney's Office at 3:04 pm, May 07, 2025

Office of the Council Chief of Staff

Ordinance/Resolution Request

TO Laura Drewry, City Attorney

FROM Will Perkins, Senior Legislative Services Manager
Office of the Council Chief of Staff

COPY Ellen Robertson, Councilmember, 6th District
Cynthia Newbille, Councilmember, 7th District
Katherine Jordan, Councilmember, 2nd District
Tabrica Rentz, Deputy City Attorney

DATE May 7, 2025

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TITLE Resolution Requesting a Study of Equivalent Compensation for Janitorial and Security Services in City Facilities

This is a request for the drafting of a **Resolution** ☒

REQUESTING COUNCILMEMBER/PATRON

Ellen Robertson, Chief Patron
Cynthia Newbille
Katherine Jordan
Andrew Breton
Sarah Abubaker
Stephanie Lynch
Reva Trammell
Nicole Jones

SUGGESTED STANDING COMMITTEE

Finance and Economic Development

ORDINANCE/RESOLUTION SUMMARY

To request that the Chief Administrative Officer conduct a study of the fiscal, operational, and other considerations associated with requiring janitorial and security contractors under contract to provide services to the City to pay the City's minimum wage, currently \$20 per hour, to their employees who are performing work under City contracts, and to provide the Council with any recommendations for implementing such a requirement no later than November 1, 2025.

BACKGROUND

Resolution to request administration study and put forth recommendations related to increasing janitorial and security contractor wages to the City's minimum wage, currently \$20 per hour, and to provide said study and recommendations no later than November 1, 2025.

The City of Richmond's minimum wage, as of January 1, 2025, is \$20 per hour, one of the highest in the Commonwealth and well-above the state's minimum wage of \$12.41 per hour. Some City services, including janitorial and security in some City facilities, are provided

by third-party contractors awarded through contracts via Chapter 21 of the City Code. The City Council believes everyone working in City facilities should be paid at least the same minimum wage, and while there may be challenges associated with increasing contractor wages or bringing these services in house, it is a consideration worthy of further study.

This resolution therefore requests that the Chief Administrative Officer conduct a study of the fiscal, operational, and related considerations associated with requiring janitorial and security contractors under contract to provide services to the City to pay the City's minimum wage, currently \$20 per hour, to their employees who are performing services under those City contracts, and to provide the Council with any recommendations for implementing such a requirement including:

1. Consideration of the fiscal impacts of requiring janitorial and security contractors under contract to provide services to the City to pay the City's minimum wage to their employees who are performing services under those City contracts;
2. Consideration of the operational or other concerns related to implementing such a requirement in existing agreements with janitorial and security contractors under contract with the City to provide services at City facilities;
3. Consideration of fiscal, operational, or other impacts of bringing janitorial and security services for City facilities "in house," to be performed by City employees in the future; and
4. A proposal for implementing, as soon as possible, the requirement that janitorial and security contractors under contract to provide services to the City must pay the City's minimum wage to their employees who are performing services under those City contracts.

Patrons request that the study be completed no later than November 1, 2025.

This paper is requested to be introduced at the May 12, 2025 Council meeting.

FISCAL IMPACT STATEMENT

Fiscal Impact	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Budget Amendment Required	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Estimated Cost or Revenue Impact	\$0	

Attachment/s **No** ☒