



## Response to Questions on the 2016 LOBs

**Request By:** Supervisor Hudgins

**Relevant LOB(s):** N/A

**Question:** Compare the County's living wage to the wages paid by contractors providing custodial services.

**Response:**

Fairfax County procures custodial services through competitive negotiations as provided in the Virginia Public Procurement Act (VPPA) and the Fairfax County Purchasing Resolution. The purpose of the VPPA "is to enunciate the public policies pertaining to governmental procurement from nongovernmental sources." In 2006, the Virginia Attorney General was asked to provide an opinion on whether a locality may stipulate a minimum or living wage requirement that must be paid by private contractors and vendors to their employees. The concept of a living wage is a matter of social, political and economic policy that is not related to the goods or services sought to be procured. Accordingly, the Virginia Attorney General advised that the locality does not have the authority to require a minimum or living wage be paid to contractors without explicit authority from the General Assembly.

The Living Wage adopted by the Board of Supervisors in September 2008 is equal to \$13.13 per hour. Current Fairfax County custodial contractors are members of a part-time workforce. In addition, the contractors categorize the custodial employees' wages as direct labor that is compensated using a range of hourly rates noted in the table below:

Hourly Rate	Night Custodian	Day Porter	Supervisor
Low	\$8.00 per hour	\$9.00 per hour	\$11.00 per hour
High	\$9.00 per hour	\$10.00 per hour	\$14.50 per hour