

**Amendment proposal
Minimum Wage Ordinance**

SECTION III: LMCO § 112.10(B) is created as follows:

(B) Every Employer within the jurisdictional boundaries of Louisville Metro shall pay to each of its Employees wages at a rate of not less than \$7.75 per hour beginning on July 1, 2015, \$8.25 per hour beginning on July 1, 2016, and \$ 8.75 per hour beginning on July 1, 2017.

(1) Beginning on July 1, 2018, and each year thereafter, the minimum wage shall be increased by an amount corresponding to the previous calendar year's increase (i.e. January 1, 2017 through December 31, 2018), if any, in the Consumer Price Index for the south urban region as published by the Bureau of Labor Statistics, U.S. Department of Labor or its successor index, with the amount of the minimum wage increase rounded up to the nearest multiple of five cents. The adjusted minimum wage shall be determined by the Metro Revenue Commission and announced by April 1 of each year and shall become effective as the new minimum wage by the corresponding July 1. However, in calculating any increase to adjust the minimum wage, the Consumer Price Index, as set forth above, shall be limited to an annual increase of no more than 3%.

(2) If the Federal minimum hourly wage as prescribed by 29 U.S.C. sec. 206(a)(1) is increased in excess of the minimum hourly wage in effect under this ordinance, the minimum hourly wage in effect under this ordinance shall be increased to the same amount, effective on the same date as the Federal minimum hourly wage rate.

SECTION IV: LMCO § 112.10(C) is created as follows:

~~C) Exceptions:~~

~~The requirements under Section (B), above, are not applicable to any Tipped Employee engaged in an occupation in which they customarily and regularly receive a gratuity for services rendered in that occupation. Tipped Employees shall be paid, however, at a rate that is Forty Five Percent (45%) thirty percent (30%) of the minimum wage, with non-tipped hours (i.e., work with no customer contact) worked to be paid at minimum wage.~~

(C) Notwithstanding the provisions of subsection (B) of this section, for any Tipped Employee engaged in an occupation in which he or she customarily and regularly receives more than thirty dollars (\$30) per month in tips from patrons or others, the Employer may pay as a minimum not less than the hourly wage rate set forth in subsection (B) with the method prescribed by 29 U.S.C. sec. 203(m). The Employer shall establish by his or her records that for each week where credit is taken, when adding tips received to wages paid, not less than the minimum rate set forth in subsection (B) was received by the employee. No Employer shall use all or part of any tips or gratuities received by employees toward the payment of the statutory minimum hourly wage as required by section (B). Nothing, however, shall prevent employees from entering into an agreement to divide tips or gratuities among themselves.