

LIVING WAGE COVERED CATEGORIES OF SERVICE

Living Wage Policy is applied to contracts over \$20,000 awarded through a competitive process for services that fall into one of 18 covered categories. Subcontractors are included.

Covered Categories	Exemptions
<ul style="list-style-type: none"> • Automotive repair and maintenance services • Food services • Janitorial/custodial services • Landscape maintenance • Laundry services • Office/Clerical; Copier maintenance, Fax maintenance Courier, Mailing services, Photographic Printing, Collections • Maintenance services on City property • Parking lot management • Pest control services • Operation, programming and maintenance of recreational facilities • Security shuttle transportation • Street sweeping • Towing services • Moving services • Fabrication and installation of City signs • Maintenance of City owned equipment • Any other service or labor determined by the Director of Equality Assurance to meet Policy's intent • Firms that receive \$100,000+ in financial assistance in a 12-month period • Non-profits who participate in a competitive procurement process 	<ul style="list-style-type: none"> • Contracts where state or federal regulations preclude its applicability; • Contracts where City shares management authority with other jurisdictions; i.e., San José/Santa Clara Water Pollution Control Plant; • Contracts which involve programs with special decision-making procedures; i.e., City Retirement Boards, Deferred Compensation Advisory Committee; • Contracts which are impacted by leases, bond covenants, grant restrictions or governmental regulations. (Reviewed on a case by case basis.) • Contracts which involve programs which do not primarily provide direct services to the City, but have a franchise or contract to provide services to the residents or property owners of the City; i.e., residential garbage collection contracts, assessment district maintenance contracts; • Contracts for professional or consultant services; • Purchase of goods; • Volunteer services • Contracts where the Director of Equality Assurance determines that the City of San José Living Wage Policy would likely cause a hardship to small businesses.