

First Last Mile Pilot Grant Program - Employer Criteria Options

***Background:** At the TDM Executive Board meeting on 9/4, a representative from labor recommended that grant recipients pledging to engage with “[high road employers](#)” (livable wage, benefits, a voice on the job, etc.) should be a requirement. Some members expressed concern with having this as a requirement for equity & inclusion reasons, while others agreed that anyone receiving state funds should be and/or contract with a high road employer.*

The board did not reach consent on a recommendation for this item, but requested that it go back to the committee for discussion & resolution. The First Last Mile sprint team was charged with developing a recommendation for full committee approval at the 9/30 meeting. After the committee develops consent on the issue, staff will engage Secretary Millar and the board.

TDM Technical Committee Decision on Employers: Preference Given

The TDM Technical Committee landed on the following decision regarding the incorporation of minimum wage and benefits in the First Last Mile Pilot Grant program:

- **Preference will be given** to applications that demonstrate a commitment to minimum wage and the provision of healthcare benefits for all employees *and* independent contractors.
 - A commitment to high road employer principles will not be required.
- Minimum wage & healthcare provision will account for **10% of the total evaluation score** (i.e. 10 points out of 100).



Employer Evaluation Criteria

The TDM Technical Committee recommended the following options to award points in evaluating grant applications:

	Minimum Wage	Healthcare	Scoring Implication
Small employers <i>(less than 50 full-time employees in WA state)</i>	State minimum wage or local minimum wage, whichever is higher* Must be guaranteed to all employees and independent contractors	Included as additional compensation to hourly minimum wage; OR Included directly in employee/independent contractor benefits package	Applications that do not demonstrate commitment to minimum wage for all employees and independent contractors or healthcare receive <u>0 points</u> . Applications that demonstrate commitment to minimum wage only for all employees and independent contractors receive <u>5 points</u> . Applications that demonstrate commitment to minimum wage requirement with additional compensation for healthcare, OR provide healthcare directly in benefits package all employees and independent contractors receive <u>10 points</u> .
Large employers <i>(50+ full-time employees in WA state)</i>	State minimum wage or local minimum wage, whichever is higher* Must be guaranteed to all employees and independent contractors	Included directly in employee/independent contractor benefits package	Applications that do not demonstrate commitment to minimum wage or healthcare for all employees and independent contractors receive <u>0 points</u> . Applications that demonstrate commitment to minimum wage only all employees and independent contractors receive <u>5 points</u> . Applications that demonstrate commitment to minimum wage requirement and provide healthcare directly in benefits package all employees and independent contractors receive <u>10 points</u> .

*Employers who work in certain local jurisdictions that have passed their own minimum/living wage policy [may be subject to a higher minimum wage](#) (i.e. Seattle, Sea-Tac, Tacoma)