Legislative Summary
Codified Ordinance 173.22 – Compensation for Fair Employment Wage Board

DIVISION: Office of Equal Opportunity

ORDINANCE NO: **1044-2026**

DESCRIPTION: Enact new Section 173.22 of the Codified Ordinances to compensate members of the Fair Employment Wage Board ("Board"). The salaries of the Board members shall be eight thousand nine hundred sixty-three dollars ($8,963.00) per annum, except that the member designated by the Board as Chairperson shall receive additional compensation of five hundred and seventy-five dollars ($575.00) per annum. The members from the Mayor's Office and Cleveland City Council shall not be entitled to any compensation for their services to the Board. The salaries will apply when a member of the Fair Employment Wage Board begins a new term.

LEGISLATIVE PURPOSE: The proposed enactment of a new section within Chapter 173 of the Cleveland Codified Ordinances (CCO) would establish compensation for members of the City of Cleveland's Fair Employment Wage Board ("Board"). The seven-member Board, comprised of appointed officials and community representatives, was established in 2001 pursuant to the Cleveland Fair Employment Law, commonly referred to as the "Living Wage Law," codified in Chapter 189 of the CCO.

Since its creation, the Board's responsibilities have expanded to include enforcement and implementation of several important worker-protection laws. In addition to Chapter 189, the Board is responsible for enforcing Chapter 669, the Unlawful Salary Discriminatory Practices Law, commonly referred to as the "Pay Transparency Law," and has designated responsibilities under Chapter 190, the Wage Theft and Payroll Fraud Prevention Law, commonly referred to as the "Wage Theft Law."

Collectively, these laws are intended to protect workers, promote fair and equitable compensation, and strengthen economic opportunities within the City of Cleveland. The Board's work extends beyond enforcement to include advocating for equitable pay, addressing income inequality, educating workers and employers, and promoting a stronger and more stable local economy. Given the Board's significant and expanding responsibilities, the proposed Chapter 173 provision would recognize the time, expertise, and public service contributed by its members. Compensation would also acknowledge the importance of maintaining an engaged and accountable Board capable of effectively carrying out its statutory responsibilities.