

ORDINANCE NO. 172336

1 An ordinance amending Article 11 to Chapter 1 of Division 10 of the Los Angeles
2 Administrative Code concerning the requirement that nothing less than a prescribed minimum level
3 of compensation (a "living wage") be paid to employees of the City's service contractors, of certain
4 of its lessees and licensees, and of its financial assistance recipients.
5

6
7 THE PEOPLE OF THE CITY OF LOS ANGELES

8
9 DO ORDAIN AS FOLLOWS:
10

11
12 Section 1. The Los Angeles Administrative Code is hereby amended by revising
13 Article 11 to Chapter 1 of Division 10 to read as follows:
14

15
16 **ARTICLE 11**
17 **LIVING WAGE**
18

19
20 **Sec. 10.37 Legislative Findings**
21

22 The City awards many contracts to private firms to provide services to the public and to City
23 government. Many lessees or licensees of City property perform services that affect the proprietary
24 interests of City government in that their performance impacts the success of City operations. The
25 City also provides financial assistance and funding to others for the purpose of economic
26 development or job growth. The City expends grant funds under programs created by the federal and
27 state governments. Such expenditures serve to promote the goals established for those programs by
28 such governments and similar goals of the City. The City intends that the policies underlying this
29 article serve to guide the expenditure of such funds to the extent allowed by the laws under which
30 such grant programs are established.
31

32 Experience indicates that procurement by contract of services has all too often resulted in the
33 payment by service contractors to their employees of wages at or slightly above the minimum
34 required by federal and state minimum wage laws. Such minimal compensation tends to inhibit the
35 quantity and quality of services rendered by such employees to the City and to the public.
36 Underpaying employees in this way fosters high turnover, absenteeism, and lackluster performance.
37 Conversely, adequate compensation promotes amelioration of these undesirable conditions. Through
38 this article the City intends to require service contractors to provide a minimum level of
39 compensation that will improve the level of services rendered to and for the City.

1 The inadequate compensation typically paid today also fails to provide service employees
2 with resources sufficient to afford life in Los Angeles. It is unacceptable that contracting decisions
3 involving the expenditure of City funds should foster conditions placing a burden on limited social
4 services. The City, as a principal provider of social support services, has an interest in promoting
5 an employment environment that protects such limited resources. In requiring the payment of a
6 higher minimum level of compensation, this article benefits that interest.
7

8 Nothing less than the living wage should be paid by the recipients of City financial assistance
9 themselves. Whether they be engaged in manufacturing or some other line of business, the City does
10 not wish to foster an economic climate where a lesser wage is all that is offered to the working poor.
11 The same adverse social consequences from such inadequate compensation emanate just as readily
12 from manufacturing, for example, as service industries. This article is meant to protect these
13 employees as well.
14

15 The City holds a proprietary interest in the work performed by many employees employed
16 by lessees and licensees of City property and by their service contractors and subcontractors. In a
17 very real sense, the success or failure of City operations may turn on the success or failure of these
18 enterprises, for the City has a genuine stake in how the public perceives the services rendered for
19 them by such businesses. Inadequate compensation of these employees adversely impacts the
20 performance by the City's lessee or licensee and thereby does the same for the success of City
21 operations. By the 1998 amendment to this article, recognition is given to the prominence of this
22 interest at those facilities visited by the public on a frequent basis, including but not limited to,
23 terminals at Los Angeles International Airport, Ports O'Call Village in San Pedro, and golf courses
24 and recreation centers operated by the Department of Recreation and Parks. This article is meant
25 to cover all such employees not expressly exempted.
26

27 Requiring payment of the living wage serves both proprietary and humanitarian concerns of
28 the City. Primarily because of the latter concern and experience to date regarding the failure of some
29 employers to honor their obligation to pay the living wage, the 1998 amendments introduce
30 additional enforcement mechanisms to ensure compliance with this important obligation. Non-
31 complying employers must now face the prospect of paying civil penalties, but only if they fail to
32 cure non-compliance after having been given formal notice thereof. Where non-payment is the issue,
33 employers who dispute determinations of non-compliance may avoid civil penalties as well by
34 paying into a City holding account the monies in dispute. Employees should not fear retaliation,
35 such as by losing their jobs, simply because they claim their right to the living wage, irrespective of
36 the accuracy of the claim. The 1998 amendments strengthen the prohibition against retaliation to
37 serve as a critical shield against such employer misconduct.
38
39

40 **Sec. 10.37.1 Definitions.**
41

42 The following definitions shall apply throughout this article:
43

1 (a) "Awarding authority" means that subordinate or component entity or person of the
2 City (such as a department) or of the financial assistance recipient that awards or is otherwise
3 responsible for the administration of a service contract or proprietary lease or license, or, where there
4 is no such subordinate or component entity or person, then the City or the City financial assistance
5 recipient.

6
7 (b) "City" means the City of Los Angeles and all awarding authorities thereof, including
8 those City departments which exercise independent control over their expenditure of funds, but
9 excludes the Community Redevelopment Agency of the City of Los Angeles ("CRA"). The CRA
10 is urged, however, to adopt a policy similar to that set forth in this article.

11
12 (c) "City financial assistance recipient" means any person who receives from the City
13 discrete financial assistance for economic development or job growth expressly articulated and
14 identified by the City, as contrasted with generalized financial assistance such as through tax
15 legislation, in accordance with the following monetary limitations. Assistance given in the amount
16 of one million dollars (\$1,000,000) or more in any twelve-month period shall require compliance
17 with this article for five years from the date such assistance reaches the one million dollar
18 (\$1,000,000) threshold. For assistance in any twelve-month period totaling less than one million
19 dollars (\$1,000,000) but at least one hundred thousand dollars (\$100,000), there shall be compliance
20 for one year if at least one hundred thousand dollars (\$100,000) of such assistance is given in what
21 is reasonably contemplated at the time to be on a continuing basis, with the period of compliance
22 beginning when the accrual during such twelve-month period of such continuing assistance reaches
23 the one-hundred thousand dollar (\$100,000) threshold.

24
25 Categories of such assistance include, but are not limited to, bond financing, planning
26 assistance, tax increment financing exclusively by the City, and tax credits, and shall not include
27 assistance provided by the Community Development Bank. City staff assistance shall not be
28 regarded as financial assistance for purposes of this article. A loan shall not be regarded as financial
29 assistance. The forgiveness of a loan shall be regarded as financial assistance. A loan shall be
30 regarded as financial assistance to the extent of any differential between the amount of the loan and
31 the present value of the payments thereunder, discounted over the life of the loan by the applicable
32 federal rate as used in 26 U.S.C. §§ 1274(d), 7872(f). A recipient shall not be deemed to include
33 lessees and sublessees.

34
35 A recipient shall be exempted from application of this article if (1) it is in its first year of
36 existence, in which case the exemption shall last for one (1) year, (2) it employs fewer than five (5)
37 employees for each working day in each of twenty (20) or more calendar weeks in the current or
38 preceding calendar year, or (3) it obtains a waiver as provided herein. A recipient -- who employs
39 the long-term unemployed or provides trainee positions intended to prepare employees for permanent
40 positions, and who claims that compliance with this article would cause an economic hardship --
41 may apply in writing to the City department or office administering such assistance, which
42 department or office which shall forward such application and its recommended action on it to the
43 City Council. Waivers shall be effected by Council resolution.

1 (d) "Contractor" means any person that enters into (1) a service contract with the City,
2 (2) a service contract with a proprietary lessee or licensee or sublessee or sublicensee, or (3) a
3 contract with a City financial assistance recipient to assist the recipient in performing the work for
4 which the assistance is being given. Vendors, such as service contractors, of City financial
5 assistance recipients shall not be regarded as contractors except to the extent provided in subsection
6 (f).

7
8 (e) "Designated administrative agency (DAA)" means that City department or office
9 designated by Council resolution to bear administrative responsibilities under section 10.37.7. The
10 City Clerk shall maintain a record of such designations.

11
12 (f) "Employee" means any person -- who is not a managerial, supervisory, or confidential
13 employee and who is not required to possess an occupational license -- who is employed (1) as a
14 service employee of a contractor or subcontractor on or under the authority of one or more service
15 contracts and who expends any of his or her time thereon, including but not limited to: hotel
16 employees, restaurant, food service or banquet employees; janitorial employees; security guards;
17 parking attendants; nonprofessional health care employees; gardeners; waste management
18 employees; and clerical employees; (2) as a service employee -- of a proprietary lessee or licensee,
19 of a sublessee or sublicensee, or of a service contractor or subcontractor of a proprietary lessee or
20 licensee, or sublessee or sublicensee -- who works on the leased or licensed premises; (3) by a City
21 financial assistance recipient who expends at least half of his or her time on the funded project; or
22 (4) by a service contractor or subcontractor of a City financial assistance recipient and who expends
23 at least half of his or her time on the premises of the City financial assistance recipient directly
24 involved with the activities funded by the City.

25
26 (g) "Employer" means any person who is a City financial assistance recipient, contractor,
27 subcontractor, proprietary lessee, proprietary sublessee, proprietary licensee, or proprietary
28 sublicensee and who is required to have a business tax registration certificate by Los Angeles
29 Municipal Code §§ 21.00 -21.198 or successor ordinance or, if expressly exempted by the Code from
30 such tax, would otherwise be subject to the tax but for such exemption; provided, however, that
31 corporations organized under § 501(c)(3) of the United States Internal Revenue Code of 1954, 26
32 U.S.C. § 501(c)(3), whose chief executive officer earns a salary which, when calculated on an hourly
33 basis, is less than eight (8) times the lowest wage paid by the corporation, shall be exempted as to
34 all employees other than child care workers.

35
36 (h) "Person" means any individual, proprietorship, partnership, joint venture, corporation,
37 limited liability company, trust, association, or other entity that may employ individuals or enter into
38 contracts.

39
40 (i) "Proprietary lease or license" means a lease or license of City property on which
41 services are rendered by employees of the proprietary lessee or licensee or sublessee or sublicensee,
42 or of a contractor or subcontractor, but only where any of the following applies: (1) the services are
43 rendered on premises at least a portion of which is visited by substantial numbers of the public on

1 a frequent basis (including, but not limited to, airport passenger terminals, parking lots, golf courses,
2 recreational facilities), (2) any of the services could feasibly be performed by City employees if the
3 awarding authority had the requisite financial and staffing resources, or (3) the DAA has determined
4 in writing that coverage would further the proprietary interests of the City; provided, however, that
5 a proprietary lessee or licensee having annual gross revenues of less than two-hundred thousand
6 dollars (\$200,000) from business conducted on the premises and employing no more than seven (7)
7 employees will be exempt from this article, except that for proprietary leases or licenses having a
8 term of more than two (2) years, the exemption shall expire after two (2) years but shall be renewable
9 in two-year increments upon meeting the requirements therefor at the time of the renewal
10 application. To qualify for this exemption, the proprietary lessee or licensee must provide proof of
11 its gross revenues and number of employees to the awarding authority of the proprietary lease or
12 license as required by regulation. The determination of whether annual gross revenues are less than
13 two-hundred thousand dollars (\$200,000) shall be based on the gross revenues for the last tax year
14 prior to application or such other period as may be established by regulation. Such annual gross
15 revenue ceiling of two-hundred thousand dollars (\$200,000) shall be adjusted annually at the same
16 rate and at the same time as the living wage is adjusted under section 10.37.2(a). A proprietary
17 lessee or licensee shall be deemed to be employing no more than seven (7) employees if its
18 workforce worked an average of no more than one-thousand, two-hundred, and fourteen (1214)
19 hours per month for at least three-fourths of the time period upon which the revenue limitation is
20 measured. Proprietary "leases" and "licenses" shall be deemed to include subleases and sublicenses.
21 Proprietary "lessees" and "licensees" shall be deemed to include their sublessees and sublicenses.

22
23 (j) "Service contract" means a contract let to a contractor by the City primarily for the
24 furnishing of services to or for the City (as opposed to the purchase of goods or other property or the
25 leasing or renting of property) and that involves an expenditure in excess of twenty-five thousand
26 dollars (\$25,000) and a contract term of at least three (3) months; but only where any of the
27 following applies: (1) at least some of the services rendered are rendered by employees whose work
28 site is on property owned by the City, (2) the services could feasibly be performed by City employees
29 if the awarding authority had the requisite financial and staffing resources, or (3) the DAA has
30 determined in writing that coverage would further the proprietary interests of the City.

31
32 (k) "Subcontractor" means any person not an employee that enters into a contract (and
33 that employs employees for such purpose) with (1) a contractor or subcontractor to assist the
34 contractor in performing a service contract or (2) a contractor or subcontractor of a proprietary lessee
35 or licensee or sublessee or sublicensee to perform or assist in performing services on the leased or
36 licensed premises. Vendors, such as service contractors or subcontractors, of City financial
37 assistance recipients shall not be regarded as subcontractors except to the extent provided in
38 subsection (f).

39
40 (l) "Willful violation" means that the employer knew of his, her, or its obligations under
41 this article and deliberately failed or refused to comply with its provisions.
42
43

1 **Sec. 10.37.2 Payment of Minimum Compensation to Employees**

2
3 (a) *Wages*

4
5 Employers shall pay employees a wage of no less than the hourly rates set under the authority
6 of this article. The initial rates were seven dollars and twenty-five cents (\$7.25) per hour with health
7 benefits, as described in this article, or otherwise eight dollars and fifty cents (\$8.50) per hour. With
8 the annual adjustment effective July 1, 1998, such rates were adjusted to seven dollars and thirty-nine
9 cents (\$7.39) per hour with health benefits and eight dollars and sixty-four cents (\$8.64) without.
10 Such rates shall continue to be adjusted annually to correspond with adjustments, if any, to
11 retirement benefits paid to members of the City Employees Retirement System ("CERS"), made by
12 the CERS Board of Administration under § 4.1040. The City Administrative Office shall so advise
13 the DAA of any such change by June 1 of each year and of the required new hourly rates, if any. On
14 the basis of such report the DAA shall publish a bulletin announcing the adjusted rates, which shall
15 take effect upon such publication.

16
17 (b) *Compensated days off*

18
19 Employers shall provide at least twelve (12) compensated days off per year for sick leave,
20 vacation, or personal necessity at the employee's request. Employers shall also permit employees
21 to take at least an additional ten (10) days a year of uncompensated time to be used for sick leave for
22 the illness of the employee or a member of his or her immediate family where the employee has
23 exhausted his or her compensated days off for that year.

24
25
26 **Sec. 10.37.3 Health Benefits**

27
28 Health benefits required by this article shall consist of the payment of at least one dollar and
29 twenty-five cents (\$1.25) per hour towards the provision of health care benefits for employees and
30 their dependents. Proof of the provision of such benefits must be submitted to the awarding
31 authority to qualify for the wage rate in section 10.37.2(a) for employees with health benefits.

32
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34 **Sec. 10.37.4 Notifying Employees of their Potential Right to the Federal Earned Income**
35 **Credit**

36
37 Employers shall inform employees making less than twelve dollars (\$12) per hour of their
38 possible right to the federal Earned Income Credit ("EIC") under § 32 of the Internal Revenue Code
39 of 1954, 26 U.S.C. § 32, and shall make available to employees forms informing them about the EIC
40 and forms required to secure advance EIC payments from the employer.

41
42
43 **Sec. 10.37.5 Retaliation Prohibited**

1 Neither an employer, as defined in this article, nor any other person employing individuals
2 shall discharge, reduce in compensation, or otherwise discriminate against any employee for
3 complaining to the City with regard to the employer's compliance or anticipated compliance with
4 this article, for opposing any practice proscribed by this article, for participating in proceedings
5 related to this article, for seeking to enforce his or her rights under this article by any lawful means,
6 or for otherwise asserting rights under this article.
7

8
9 **Sec. 10.37.6 Enforcement**

10
11 (a) An employee claiming violation of this article may bring an action in the Municipal
12 Court or Superior Court of the State of California, as appropriate, against an employer and may be
13 awarded:

14
15 (1) For failure to pay wages required by this article -- back pay for each day during
16 which the violation continued.

17
18 (2) For failure to pay medical benefits -- the differential between the wage required
19 by this article without benefits and such wage with benefits, less amounts paid, if
20 any, toward medical benefits.

21
22 (3) For retaliation -- reinstatement, back pay, or other equitable relief the court may
23 deem appropriate.

24
25 (4) For willful violations, the amount of monies to be paid under (1) - (3) shall be
26 trebled.

27
28 (b) The court shall award reasonable attorney's fees and costs to an employee who prevails
29 in any such enforcement action and to an employer who so prevails if the employee's suit was
30 frivolous.

31
32 (c) Compliance with this article shall be required in all City contracts to which it applies, and
33 such contracts shall provide that violation of this article shall constitute a material breach thereof and
34 entitle the City to terminate the contract and otherwise pursue legal remedies that may be available.
35 Such contracts shall also include a pledge that there shall be compliance with federal law proscribing
36 retaliation for union organizing.

37
38 (d) An employee claiming violation of this article may report such claimed violation to the
39 DAA which shall investigate such complaint. Whether based upon such a complaint or otherwise,
40 where the DAA has determined that an employer has violated this article, the DAA shall issue a
41 written notice to the employer that the violation is to be corrected within ten (10) days. In the event
42 that the employer has not demonstrated to the DAA within such period that it has cured such
43 violation, the DAA may then:

1 (1) Request the awarding authority to declare a material breach of the service
2 contract, proprietary lease or license, or financial assistance agreement and exercise
3 its contractual remedies thereunder, which are to include, but not be limited to,
4 termination of the service contract, proprietary lease or license, or financial assistance
5 agreement and the return of monies paid by the City for services not yet rendered.
6

7 (2) Request the City Council to debar the employer from future City contracts, leases,
8 and licenses for three (3) years or until all penalties and restitution have been fully
9 paid, whichever occurs last. Such debarment shall be to the extent permitted by, and
10 under whatever procedures may be required by, law.
11

12 (3) Request the City Attorney to bring a civil action against the employer seeking:

13
14 (i) Where applicable, payment of all unpaid wages or health
15 premiums prescribed by this article; and/or
16

17 (ii) A fine payable to the City in the amount of up to one hundred
18 dollars (\$100) for each violation for each day the violation remains
19 uncured.
20

21 Where the alleged violation concerns non-payment of wages or health premiums, the
22 employer will not be subject to debarment or civil penalties if it pays the monies in
23 dispute into a holding account maintained by the City for such purpose. Such
24 disputed monies shall be presented to a neutral arbitrator for binding arbitration. The
25 arbitrator shall determine whether such monies shall be disbursed, in whole or in
26 part, to the employer or to the employees in question. Regulations promulgated by
27 the DAA shall establish the framework and procedures of such arbitration process.
28 The cost of arbitration shall be borne by the City, unless the arbitrator determines that
29 the employer's position in the matter is frivolous, in which event the arbitrator shall
30 assess the employer for the full cost of the arbitration. Interest earned by the City on
31 monies held in the holding account shall be added to the principal sum deposited, and
32 the monies shall be disbursed in accordance with the arbitration award. A service
33 charge for the cost of account maintenance and service may be deducted therefrom.
34

35 (e) Notwithstanding any provision of this Code or any other ordinance to the contrary, no
36 criminal penalties shall attach for violation of this article.
37
38

39 **Sec. 10.37.7 Administration**

40

41 The City Council shall by resolution designate a department or office, which shall promulgate
42 rules for implementation of this article and otherwise coordinate administration of the requirements
43 of this article ("designated administrative agency" - DAA). The DAA shall monitor compliance,

1 including the investigation of claimed violations, and shall promulgate implementing regulations
2 consistent with this article. The DAA shall also issue determinations that persons are City financial
3 assistance recipients, that particular contracts shall be regarded as "service contracts" for purposes
4 of section 10.37.1(j), and that particular leases and licenses shall be regarded as "proprietary leases"
5 or "proprietary licenses" for purposes of section 10.37.1(i), when it receives an application for a
6 determination of non-coverage or exemption as provided for in section 10.37.13. The DAA shall
7 also establish employer reporting requirements on employee compensation and on notification about
8 and usage of the federal Earned Income Credit referred to in § 10.37.4. The DAA shall report on
9 compliance to the City Council no less frequently than annually.

10
11 During the first, third, and seventh years of this article's operation since May 5, 1997, and
12 every third year thereafter, the Chief Administrative Officer and the Chief Legislative Analyst shall
13 conduct or commission an evaluation of this article's operation and effects. The evaluation shall
14 specifically address at least the following matters: (a) how extensively affected employers are
15 complying with the article; (b) how the article is affecting the workforce composition of affected
16 employers; (c) how the article is affecting productivity and service quality of affected employers; (d)
17 how the additional costs of the article have been distributed among workers, their employers, and
18 the City. Within ninety days of the adoption of this article, these offices shall develop detailed plans
19 for evaluation, including a determination of what current and future data will be needed for effective
20 evaluation.

21
22
23 **Sec. 10.37.8 Exclusion of Service Contracts from Competitive Bidding Requirement**

24
25 Service contracts otherwise subject to competitive bid shall be let by competitive bid if they
26 involve the expenditure of at least two-million dollars (\$2,000,000). Charter § 387 shall not be
27 applicable to service contracts.

28
29
30 **Sec. 10.37.9 Coexistence with Other Available Relief for Specific Deprivations of**
31 **Protected Rights**

32
33 This article shall not be construed to limit an employee's right to bring legal action for
34 violation of other minimum compensation laws.

35
36
37 **Sec. 10.37.10 Expenditures Covered**

38
39 This article shall apply to the expenditure -- whether through aid to City financial assistance
40 recipients, service contracts let by the City, or service contracts let by its financial assistance
41 recipients -- of funds entirely within the City's control and to other funds, such as federal or state
42 grant funds, where the application of this article is consonant with the laws authorizing the City to
43 expend such other funds.

1
2 **Sec. 10.37.11 Timing of Application**
3

4 *(a) Original 1997 ordinance.*
5

6 The provisions of this article as enacted by City ordinance no.171,547, effective May 5, 1997,
7 shall apply to (1) contracts consummated and financial assistance provided after such date, (2)
8 contract amendments consummated after such date and before the effective date of the 1998
9 ordinance which themselves met the requirements of former section 10.37.1(h) (definition of
10 “service contract”) or which extended contract duration, and (3) supplemental financial assistance
11 provided after May 5, 1997 and before the effective date of the 1998 ordinance which itself met the
12 requirements of section 10.37.1(c).
13

14 *(b) 1998 amendment.*
15

16 The provisions of this article as amended by the 1998 ordinance shall apply to (1) service
17 contracts, proprietary leases or licenses, and financial assistance agreements consummated after the
18 effective date of such ordinance and (2) amendments, consummated after the effective date of such
19 ordinance, to service contracts, proprietary leases or licenses, and financial assistance agreements
20 that provide additional monies or which extend term.
21
22

23 **Sec. 10.37.12 Supersession by Collective Bargaining Agreement**
24

25 Parties subject to this article may by collective bargaining agreement provide that such
26 agreement shall supersede the requirements of this article.
27
28

29 **Sec. 10.37.13 Liberal Interpretation of Coverage; Rebuttable Presumption of Coverage**
30

31 The definitions of “City financial assistance recipient” in section 10.37.1(c), of “proprietary
32 lease or license” in section 10.37.1(i), and of “service contract” in section 10.37.1(j) shall be liberally
33 interpreted so as to further the policy objectives of this article. All recipients of City financial
34 assistance meeting the monetary thresholds of section 10.37.1(c), all City leases and licenses
35 (including subleases and sublicenses) where the City is the lessor or licensor, and all City contracts
36 providing for services that are more than incidental, shall be presumed to meet the corresponding
37 definition just mentioned, subject, however, to a determination by the DAA of non-coverage or
38 exemption on any basis allowed by this article, including, but not limited to, non-coverage for failure
39 to satisfy such definition. The DAA shall by regulation establish procedures for informing persons
40 engaging in such transactions with the City of their opportunity to apply for a determination of non-
41 coverage or exemption and procedures for making determinations on such applications.
42

43 **Sec. 10.37.14 Severability**

1 If any provision of this article is declared legally invalid by any court of competent
2 jurisdiction, the remaining provisions shall remain in full force and effect.
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6

Sec. 2. The City Clerk shall certify to the passage of this ordinance and cause the same to be published in some daily newspaper printed and published in the City of Los Angeles.

I hereby certify that the foregoing ordinance was passed by the Council of the City of Los Angeles, at its meeting of NOV 25 1998.

J. Michael Carey, City Clerk

By Maia Kosheneich
Deputy

Approved _____

Mayor

Approved as to Form and Legality

JAMES K. HAHN, City Attorney

By _____
FREDERICK N. MERKIN
Senior Assistant City Attorney

Said ordinance was presented to the Mayor on NOV 30 1998;
the Mayor returned said ordinance to the City Clerk on DEC 11 1998
without his approval or his objections in writing, being more than ten days
after the same was presented to the Mayor.

Said ordinance shall become effective and be as valid as if the
Mayor had approved and signed it. (Sec. 30, City Charter)

C.F. 96-1111-5.1