



Local Living Wage Laws and Coverage

Updated July 2011

Total municipalities with living wage laws nationally (some cities have multiple policies; not including repealed): 125

Wage rates are current as of Dec. 2010, unless otherwise noted.

Regarding Economic Development Financial Assistance, note that many cities have enacted living wage laws that extend to employers receiving such assistance, but the cities do not in practice award much, if any such assistance. Further on-the-ground review of city economic development programs is necessary to identify those—for example, Los Angeles through its Community Redevelopment Agency— that do so on a significant scale.

| Municipality/Agency | Adoption Date | Living Wage | | Coverage | | | | Notes |
|---------------------------------|-----------------------------|---------------------|----------------------|----------------------------|------------------|--|------------------------|---|
| | | w/ Health Insurance | w/o Health Insurance | Local Government Employees | Public Contracts | Economic Development Financial Assistance* | City-Wide Minimum Wage | |
| Pittsburgh, PA | Feb. 2010 | ** | ** | N | Y | Y | N | Prevailing wage law. Building service, food service, hotel and grocery employees must be paid the prevailing industry rate. Includes all work on or related to projects receiving city assistance, including tenant businesses. |
| San Leandro, CA | July 2007 | \$11.67 | \$13.17 | Y | Y | Y | N | Living wage level is indexed to rise with CPI. |
| Asheville, NC | May 2007, Expanded May 2011 | \$9.85 | \$11.35 | Y | Y | N | N | The City Council intends to revisit the living wage levels annually during the budget process to ensure they remain consistent with inflation based on CPI and recommendations from advocates. |

ATTACHMENT 4

| | | | | | | | | |
|-------------------------------------|-----------|---------|---------|-----|-----|-----|---|---|
| Shelby County, TN * | May 2007 | \$10.02 | \$12.01 | Y | Y | N | N | |
| Irvine, CA | May 2007 | \$10.82 | \$13.16 | N | Y | N | N | |
| Revere, MA | Feb. 2007 | \$10.78 | \$12.16 | Y | Y | N | N | |
| Norwalk, CT | Jan. 2007 | \$12.19 | \$15.19 | Y | Y | Y | N | Living wage is set at 115 percent of the poverty level for a family of four. Covered Employees are not allowed to pay more than 33 percent of his or her own health insurance coverage. |
| Petaluma, CA | Dec. 2006 | \$12.46 | \$13.99 | Y | Y | Y | N | Also covers certain lessees of public property, concessionaires and franchisees. |
| Memphis, TN | Dec. 2006 | \$10.27 | \$12.32 | N | Y | N | N | |
| Pine Bluff, AR | Nov. 2006 | \$9.30 | \$10.55 | Y | Y | Y | N | Passed by ballot initiative. Living wage level is indexed to rise with CPI for All Urban Consumers for the South Urban Metropolitan Area. |
| Ventura, CA | May 2006 | \$10.73 | \$13.75 | Y | Y | N | N | Only covers city employees that work more than 1,000 hours per year. |
| Manchester, CT | Apr. 2006 | \$12.19 | \$15.54 | N | Y | Y | N | |
| Miami, FL * | Apr. 2006 | \$10.58 | \$11.83 | Y | Y | N | N | |
| Albuquerque, NM | Apr. 2006 | \$6.50 | \$7.50 | N/A | N/A | N/A | Y | City-wide minimum wage law. Final wage level of \$7.50 was phased in by 2009. |
| Sandia Pueblo, NM * | Apr. 2006 | N/A | \$8.18 | N/A | N/A | N/A | Y | Pueblo-wide minimum wage law. |
| Santa Barbara, CA | Mar. 2006 | \$13.24 | \$15.45 | N | Y | N | N | Living wage is set at a lower rate for employees that receive additional benefits. |
| Washington, DC | Jan. 2006 | N/A | \$12.50 | N | Y | Y | N | Additionally, a city-wide minimum wage is set at \$1.00 above the federal minimum wage. |

ATTACHMENT 4

| | | | | | | | | |
|------------------------------------|----------------------------------|---------|---------|-----|-----|-----|-----|--|
| Nassau County, NY | Dec. 2005 | \$12.50 | \$14.16 | N | Y | N | N | Final wage level of \$12.50 was phased in by 2010. |
| Emeryville, CA | Nov. 2005 | \$12.81 | N/A | Y | Y | Y | N | Also covers certain lessees of public property, licensees, concessionaires and franchisees. |
| Macomb County, MI | Nov. 2005 | \$11.03 | \$13.78 | N/A | Y | N/A | N/A | Living wage is indexed to 100 percent of the federal poverty level for a family of three w/ health insurance. W/o health insurance, contractors will pay 125 percent of the poverty level for a family of three. |
| Albany, NY | Sept. 2005 | \$10.25 | \$11.91 | N | Y | Y | N | Living wage level is indexed to rise with CPI. |
| Brookline, MA | May 2005 | N/A | \$12.24 | N | Y | N | N | |
| Syracuse, NY | May 2005 | \$11.60 | \$13.70 | N | Y | N | N | Living wage level is indexed to rise with CPI-U. Only employees working 30 years or more are covered. |
| Philadelphia, PA * | May 2005 | N/A | \$7.73 | Y | Y | N | N | Also covers some lessees of public property, concessionaires, and franchisees. Living wage level is set to 150 percent of the higher of federal or state minimum wage. |
| Eau Claire, WI | May 2005, Repealed June 2005 | N/A | \$5.65 | N/A | N/A | N/A | Y | Repealed by state law. City-wide minimum wage law. |
| Lacrosse, WI | Apr. 2005, Repealed June 2005 | N/A | \$5.70 | N/A | N/A | N/A | Y | Repealed by state law. City-wide minimum wage law. |
| Santa Monica, CA | Mar. 2005, Amended Apr. 2008 | N/A | \$13.27 | N | Y | N | N | Previous living wage ordinance passed in 2001, repealed in 2002. |
| Bloomington, IN | Mar. 2005 | \$8.50 | \$11.25 | N | Y | Y | N | Living wage is indexed to rise with CPI. |

ATTACHMENT 4

| | | | | | | | | |
|----------------------------------|-------------------------------------|---------|---------|-----|-----|-----|---|--|
| Milwaukee, WI | Feb. 2005, Repealed June 2005 | N/A | \$7.98 | N/A | N/A | N/A | Y | Repealed by state law. City-wide minimum wage law. |
| Sonoma, CA | July 2004 | \$15.38 | \$15.38 | Y | Y | Y | N | Living wage is indexed to rise with CPI. |
| Durham County, NC | June 2004 | N/A | \$10.34 | Y | Y | N | N | Living wage is set at 7.5 percent above the federal poverty level for a family of four. |
| Lincoln, NE | Mar. 2004 | \$10.66 | \$11.66 | Y | Y | N | N | Living wage level is set at 100 percent (w/health insurance) or 110 percent (w/o health insurance) of the federal poverty level for a family of four. |
| Sacramento, CA | Dec. 2003 | \$10.72 | \$12.33 | Y | Y | N | N | Living wage level is indexed to rise with CPI. |
| Sebastopol, CA | Dec. 2003 | ** | \$14.80 | Y | Y | Y | N | Employers may deduct health insurance costs from the wage level. Living wage level is indexed to rise with the federal cost of living adjustment for the San Francisco area. |
| San Francisco, CA | Nov. 2003 | N/A | \$9.79 | N/A | N/A | N/A | Y | City-wide minimum wage law. Also see living wage law passed in Aug. of 2000. |
| Lawrence, KS | Oct. 2003 | \$11.43 | \$13.43 | N | N | Y | N | Living wage level is set at 130 percent of the federal poverty level for a family of three. |
| Port Hueneme, CA | Oct. 2003 | \$10.35 | \$12.90 | N | Y | N | N | |

ATTACHMENT 4

| | | | | | | | | |
|--|-------------------------------------|---------|---------|-----|-----|-----|---|--|
| | | | | | | | | Employers may deduct health insurance costs from the wage level (up to 20 percent of the wage). Living wage level is set at 125 percent of the federal poverty level for a family of four. |
| Lansing, MI | Sept. 2003 | \$13.79 | \$13.79 | N | Y | Y | N | |
| Orlando, FL | Aug. 2003 | \$8.50 | \$10.20 | Y | Y | N | N | |
| Lakewood, OH | July 2003 | \$11.99 | \$13.28 | Y | Y | Y | N | Living wage level is indexed to rise with CPI for Northeast Ohio. |
| Dayton, OH | July 2003 | \$10.60 | \$12.72 | N | Y | N | N | Living wage level is set at 100 percent (w/ health insurance) or 120 percent (w/o health insurance) of the federal poverty level for a family of four. |
| Arlington, VA | June 2003 | N/A | \$11.20 | N | Y | N | N | |
| Ingham County, MI | June 2003 | \$10.00 | \$12.50 | Y | Y | N | N | Employers may deduct health insurance costs from the wage level (up to 20 percent of the wage). Living wage level is set at 125 percent of the federal poverty level for a family of four. |
| Prince George's County, MD | June 2003 | N/A | \$12.65 | N | Y | N | N | Living wage level is indexed to rise with CPI. |
| Gainesville, FL | Mar. 2003, Amended Sept. 2003 | \$10.60 | \$11.85 | N | Y | N | N | |
| Palm Beach County, FL | Feb. 2003 | N/A | \$11.40 | N | Y | N | N | |
| Santa Fe, NM | Feb. 2003, Amended Nov. 2007 | N/A | \$9.85 | N/A | N/A | N/A | Y | Living wage level is indexed to rise with CPI. City-wide minimum wage law. |
| Cincinnati, OH | Nov. 2002 | \$10.60 | \$12.10 | Y | Y | N | N | Living wage level is adjusted annually by the percentage increase in the federal poverty guidelines. |

ATTACHMENT 4

| | | | | | | | | |
|--|--------------------------------------|---------|---------|-----|-----|-----|-----|---|
| Bellingham, WA | Nov. 2002 | \$11.97 | \$13.18 | N | Y | N | N | Living wage level is adjusted annually by the change in the Implicit Price Deflator. |
| Westchester County, NY * | Nov. 2002 | \$11.50 | \$13.00 | N | Y | Y | N | |
| Taylor, MI | Nov. 2002 | \$10.60 | \$13.25 | N | Y | N | N | Living wage level is set at 100 percent (w/health insurance) or 125 percent (w/o health insurance) of the federal poverty level for a family of four. |
| Broward County, FL | Oct. 2002 | \$11.13 | \$12.57 | Y | Y | N | N | |
| Watsonville, CA | Sept. 2002 | \$13.08 | \$14.27 | N | Y | N | N | Living wage level is indexed to rise with the federal cost of living adjustment. |
| Fairfax, CA * | Aug. 2002 | \$13.00 | \$14.75 | Y | Y | Y | N | Living wage level is indexed to rise with CPI. |
| Southfield, MI | July 2002 | \$11.03 | \$13.78 | N | Y | Y | N | Living wage level is set at 100 percent (w/health insurance) or 125 percent (w/o health insurance) of the federal poverty level for a family of four. |
| Oxnard, CA | July 2002 | N/A | \$13.25 | N | Y | N | N | |
| Montgomery County, MD | June 2002 | N/A | \$13.00 | N | Y | N | N | Employers may deduct health insurance costs from the wage level. |
| Port of Oakland, CA * | Mar. 2002 | \$10.09 | \$11.58 | N | Y | N | N | Covers workers at Oakland's Airport and Seaport. |
| New Orleans, LA | Feb. 2002, Repealed Sept. 2002 | N/A | \$6.85 | N/A | N/A | N/A | Y | City-wide minimum wage was set at \$1.00 above the federal minimum wage. In Sept. 2002, the law was overturned by the State Supreme Court. |
| Hazel Park, MI | Feb. 2002, Repealed June 2002 | N/A | N/A | N/A | N/A | N/A | N/A | |
| Marin County, CA | Jan. 2002 | \$10.05 | \$11.55 | Y | Y | N | N | |

ATTACHMENT 4

| | | | | | | | | |
|---------------------------------------|-------------------------------------|---------|---------|---|---|---|---|---|
| Bozeman, MT | Dec. 2001 | \$9.93 | \$11.09 | Y | N | Y | N | Living wage level is indexed to rise with CPI. |
| Santa Cruz County, CA | Dec. 2001, Amended Aug. 2002 | \$13.60 | \$14.83 | N | Y | N | N | Living wage level is indexed to rise with CPI. |
| New Britain, CT * | Dec. 2001 | N/A | \$10.97 | N | Y | Y | N | Living wage level is set at 118 percent of the federal poverty level for a family of four. |
| Cumberland County, NJ | Dec. 2001 | \$8.50 | \$11.30 | N | Y | N | N | Employers who do not provide a pension benefit must add a further \$1.25 to the hourly wage. |
| Camden, NJ | Dec. 2001, Repealed Jan. 2003 | \$8.00 | \$9.50 | N | Y | N | N | |
| Burlington, VT | Nov. 2001 | \$14.21 | \$15.35 | Y | Y | Y | N | Living wage level is indexed to rise with the state-level cost of living adjustment. |
| Charlottesville, VA | Nov. 2001 | N/A | \$10.52 | N | Y | N | N | |
| Richmond, CA | Oct. 2001 | \$15.19 | \$16.69 | N | Y | Y | N | Living wage level is adjusted annually by the percentage increase in wages under city-wide employee labor agreements. Certain lessees are also covered. |
| Washtenaw County, MI | Oct. 2001 | \$10.88 | \$12.75 | N | Y | N | N | |
| Hempstead, NY | Oct. 2001, Repealed Dec. 2001 | \$9.00 | \$10.25 | N | Y | Y | N | |
| Monroe County, MI | Oct. 2001, Repealed Mar. 2003 | \$8.70 | \$10.20 | Y | Y | N | N | |

ATTACHMENT 4

| | | | | | | | | |
|---|------------------------------------|---------|---------|---|---|---|---|--|
| Ashland, OR | Sept. 2001 | ** | \$13.40 | Y | Y | Y | N | Employers may deduct health insurance costs and other benefits from the wage level. Living wage level is indexed to rise with CPI. |
| Oyster Bay, NY | Aug. 2001 | \$9.00 | \$10.25 | N | Y | N | N | Only employees in janitorial and security jobs are covered. |
| Gloucester County, NJ | Aug. 2001 | N/A | \$10.27 | N | Y | N | N | Living wage level is set at the greater of \$8.50 per hour or the federal poverty level. |
| Suffolk County, NY | July 2001 | \$10.83 | \$12.33 | N | Y | Y | N | Lessees are covered also. |
| Pittsburgh, PA | May 2001, Repealed Mar. 2002 | \$9.12 | \$10.62 | Y | Y | Y | N | Certain lessees are covered also. Also see prevailing wage law passed in Feb. 2010. |
| Santa Monica, CA | May 2001, Repealed Nov. 2002 | \$10.50 | \$13.00 | Y | N | N | N | Covered employers in the Coastal Zone Tourist District. |
| Ventura County, CA | May 2001 | \$9.50 | \$11.50 | N | Y | N | N | |
| Miami Beach, FL | Apr. 2001, Amended June 2010 | \$10.16 | \$11.41 | Y | Y | N | N | The law was amended in June 2010 to include indexing to the CPI-U over a three-year phase-in period commencing on October 1, 2010. On October 1, 2012 the fully implemented rates of \$11.28 (w/ health insurance of at least \$1.64) and \$12.17 (w/o health insurance) will take effect. |
| Pittsfield Township, MI | Apr. 2001 | \$10.97 | \$12.86 | N | Y | Y | N | Living wage level is indexed to rise with CPI. |
| Eastpointe, MI | Mar. 2001 | \$11.03 | \$13.78 | N | Y | Y | N | Living wage level is set at 100 percent (w/health insurance) or 125 percent (w/o health insurance) of the federal poverty level for a family of four. |

ATTACHMENT 4

| | | | | | | | | |
|--|--------------------------------------|---------|---------|---|---|---|---|---|
| Missoula, MT | Mar. 2001 | \$10.11 | \$11.62 | N | N | Y | N | Living wage level is set to a at least match the pay of the lowest-paid city full-time employee. |
| Ann Arbor, MI | Mar. 2001 | \$11.71 | \$13.06 | N | Y | Y | N | Living wage level is adjusted annually by the percentage increase in the federal poverty guidelines. |
| Ferndale, MI | Feb. 2001 | \$9.59 | \$11.00 | N | Y | N | N | |
| Rochester, NY | Jan. 2001 | \$10.59 | \$11.83 | N | Y | Y | N | Living wage level is indexed to rise with CPI. |
| Meriden, CT | Nov. 2000 | \$10.64 | ** | N | Y | N | N | Living wage level is set at 110 percent (w/health insurance) of the federal poverty level for a family of four. If health insurance is not provided, the employer must pay an additional hourly sum determined by the city based on average costs of comprehensive health insurance in the state. |
| Santa Cruz, CA | Oct. 2000 | \$13.60 | \$14.83 | Y | Y | N | N | |
| Eau Claire County, WI | Sept. 2000, Repealed June 2005 | \$7.53 | \$8.29 | N | Y | N | N | Repealed by state law. |
| San Francisco, CA Redevelopment Agency | Sept. 2001, amended 2009 | ** | \$11.69 | N | Y | N | N | Tenants on projects built in part on agency-owned land are also covered. In 2010, the policy was applied to cover all employees of businesses, including tenants, that will occupy the massive Hunters Point / Candlestick Point development project . |

ATTACHMENT 4

| | | | | | | | | |
|-----------------------------------|-------------------------------------|---------|---------|---|---|---|---|--|
| San Francisco, CA | Aug. 2000 | ** | \$11.69 | N | Y | N | N | Lessees at San Francisco International airport also covered. Covered employers must provide health insurance or pay \$1.25 per worker per hour into the city's public health system fund. Additionally, in Nov. 2003 a city-wide minimum wage was set and is indexed to rise with CPI. |
| St. Louis, MO | Aug. 2000 | \$11.33 | \$14.68 | N | Y | Y | N | Living wage level is defined as a wage sufficient to lift a family of three above the eligibility level for food stamps. Concessionaires at the city's airport are also covered. |
| Berkeley, CA | June 2000, Amended Oct. 2000 | \$12.41 | \$14.47 | Y | Y | Y | N | Lessees are also covered. Amended in October 2000 to include all employees at the city marina. |
| Cleveland, OH * | June 2000 | N/A | \$10.00 | N | Y | Y | N | Only employees working at least 30 hours per week are covered. |
| Alexandria, VA | June 2000, Amended Sept. 2009 | N/A | \$13.13 | N | Y | N | N | In Sept. 2009, the City Council adopted a new ordinance to the City's Living Wage Policy which rolled the Living Wage back to the City's FY 2008 Living Wage Rate, \$13.13. |
| Toledo, OH | June 2000 | \$11.67 | \$13.79 | N | Y | Y | N | Living wage level is set at 110 percent (w/health insurance) or 130 percent (w/o health insurance) of the federal poverty level for a family of four. |

ATTACHMENT 4

| | | | | | | | | |
|--|--------------------------------------|---------|---------|---|---|---|---|--|
| Omaha, NE | Apr. 2000, Repealed Sept. 2001 | N/A | N/A | Y | Y | Y | N | Living wage level was set at 100 percent (w/ health insurance) or 110 percent (w/o health insurance) of the federal poverty level for a family of four. |
| San Fernando, CA | Apr. 2000 | \$7.25 | \$8.50 | N | Y | Y | N | Wages are adjusted annually based on changes in the state employment retirement system. |
| Denver, CO | Feb. 2000 | N/A | \$10.60 | N | Y | N | N | Only employees in the following jobs are covered: parking lot attendant, security guard, clerical support worker, childcare worker. Living wage level is set at 100 percent of the federal poverty level for a family of four. |
| Warren, MI | Jan. 2000 | \$11.25 | \$13.78 | N | Y | Y | N | Living wage level is set at 100 percent (w/health insurance) or 125 percent (w/o health insurance) of the federal poverty level for a family of four. |
| Corvallis, OR | Nov. 1999 | N/A | \$11.55 | N | Y | N | N | Living wage level is indexed to rise with CPI. |
| Hartford, CT | Sept. 1999 | \$11.66 | \$17.78 | N | Y | Y | N | Living wage level is set at 110 percent (w/health insurance) of the federal poverty level for a family of four. |
| Tucson, AZ | Sept. 1999 | \$9.17 | \$10.32 | N | Y | N | N | Living wage level is indexed to rise with CPI. |
| Buffalo, NY | Aug. 1999 | \$10.57 | \$11.87 | N | Y | N | N | |
| Los Angeles County, CA | June 1999 | \$9.64 | \$11.84 | N | Y | N | N | Only full-time employees are covered. |

ATTACHMENT 4

| | | | | | | | | |
|--|------------------------------------|---------|---------|---|---|---|---|---|
| Ypsilanti, MI | June 1999, Amended June 2009 | \$10.48 | \$12.28 | N | Y | Y | N | |
| Ypsilanti Township, MI | June 1999 | \$8.50 | \$10.00 | N | Y | Y | N | |
| Somerville, MA | May 1999 | N/A | \$11.22 | Y | Y | N | N | Living wage level is set at 100 percent of the federal poverty level for a family of four. |
| Miami-Dade County, FL | May 1999, Amended July 2009 | \$11.60 | \$13.29 | Y | Y | N | N | In July 2009, the ordinance was amended to make technical changes and to clarify certain definitions. Certain airport lessees are also covered. |
| Cambridge, MA | May 1999 | N/A | \$13.69 | Y | Y | Y | N | Living wage level is indexed to rise with CPI. |
| Hayward, CA | Apr. 1999 | \$10.41 | \$12.01 | Y | Y | N | N | Living wage level is indexed to rise with the area cost of living adjustment. Only certain contracted services are covered. |
| Madison, WI | Mar. 1999 | N/A | \$11.66 | Y | Y | Y | N | Living wage level is set at 110 percent of the federal poverty level for a family of four. |
| Dane County, WI | Mar. 1999 | N/A | \$10.61 | Y | Y | Y | N | Living wage level is set at 100 percent of the federal poverty level for a family of four. |

ATTACHMENT 4

| | | | | | | | | |
|--------------------------------------|-------------------------------------|---------|---------|---|---|---|---|--|
| Hudson County, NJ | Jan. 1999, Amended Oct. 2005 | \$8.25 | N/A | N | Y | N | N | Only security, food service, and janitorial employees working at least 20 hours per week are covered. Living wage level is set at 150 percent of the federal minimum wage. In October 2005, the law was amended by Executive Order to specify the types of required health insurance coverage. |
| San Jose, CA | Nov. 1998 | \$12.94 | \$14.19 | N | Y | Y | N | Only certain contracted services are covered. |
| Detroit, MI | Nov. 1998 | \$11.03 | \$13.78 | N | Y | Y | N | Living wage level is set at 100 percent (w/ health insurance) or 125 percent (w/o health insurance) of the federal poverty level for a family of four. |
| Multnomah County, OR | Oct. 1998 | ** | \$11.72 | N | Y | N | N | Living wage level is indexed to rise with CPI. Only security, food service and janitorial employees are covered. Mandated wage level is the hourly value of the wage and benefits package paid to the employee. |
| Pasadena, CA | Sept. 1998, Amended July 2008 | \$10.14 | \$11.88 | Y | Y | N | N | In July 2008, the law was amended to allow parties of a collective bargaining agreement to waive the application of the living wage law. Living wage level is indexed to rise with CPI. |
| Cook County, IL | Sept. 1998 | \$10.57 | \$13.21 | N | Y | N | N | |

ATTACHMENT 4

| | | | | | | | | |
|--|---|---------|---------|---|---|---|---|--|
| Chicago, IL | July 1998 | N/A | \$10.33 | N | Y | N | N | Living wage level is set at 100 percent of the federal poverty level for a family of four. |
| San Antonio, TX | July 1998 | N/A | \$10.60 | N | N | Y | N | Covered employers must pay at least 70 percent of their workers a higher wage for services involving durable goods and non-durable goods. |
| Oakland, CA | Mar. 1998 | \$11.15 | \$12.82 | N | Y | Y | N | Living wage level is indexed to rise with CPI. |
| Durham, NC | Jan. 1998 | N/A | \$11.40 | Y | Y | N | N | Living wage level is set at 105 percent of the federal poverty level. |
| West Hollywood, CA | Oct. 1997 | \$9.38 | \$10.74 | N | Y | Y | N | |
| Boston, MA | Sept. 1997, Amended Sept. 1998, Expanded Oct. 2001 | N/A | \$13.02 | N | Y | N | N | Living wage level is set to the higher of 100 percent of the federal poverty level for a family of four or 110 percent of the state minimum wage. |
| Duluth, MN | July 1997 | \$8.64 | \$9.63 | N | N | Y | N | Covered employers must pay at least 90 percent of their employees the living wage. |
| Milwaukee County, WI * | May 1997 | \$7.88 | N/A | Y | Y | N | N | Living wage level is indexed to increase with wages of County Employees. Only employees in janitorial, security, and parking lot attendant jobs are covered. |
| New Haven, CT | Apr. 1997, Amended June 2011 | N/A | \$14.67 | N | Y | N | N | Living wage level is set at 120 percent of the poverty level for a family of four. |

ATTACHMENT 4

| | | | | | | | | |
|---|-----------------------------|---------|-------------------|---|---|---|---|---|
| City of Los Angeles, CA Century Corridor Hotel District | 2006 | | | | | Y | | Hotels located in the Century Corridor district near the LAX airport, which benefitted from the city's investment in the airport, are covered by the city's living wage under this companion law |
| City of Los Angeles, CA Community Redevelopment Agency | 2003 | \$10.30 | \$11.55 | Y | Y | Y | | The CRA/LA is L.A.'s economic development agency. Businesses benefitting from agency financial assistance are covered. Anchor tenants such as hotels have been covered as direct beneficiaries. Where projects involve agency-owned land, all tenants are covered as in the case of the Grand Avenue redevelopment. |
| City of Los Angeles, CA | May 1997, Amended Jan. 1999 | \$10.30 | \$11.55/\$14.80** | Y | Y | Y | N | \$14.80 applies to LA airport employees only. In Jan. 1999, the law was amended to increase the health insurance rate for Airport employees. Lessees and licensees are also covered. Wages are adjusted annually based on changes in the benefits paid to the members of the city employees' retirement system. |
| Minneapolis, MN | Mar. 1997 | \$11.66 | \$13.78 | N | Y | Y | N | Living wage is indexed to 110 percent of the federal poverty level for a family of four w/ health insurance and 130 percent w/o health insurance. |

ATTACHMENT 4

| | | | | | | | | |
|---|------------------------------------|---------|---------|-----|-----|-----|---|--|
| St. Paul, MN | Jan. 1997 | \$11.66 | \$13.78 | Y | Y | Y | N | Living wage is indexed to 110 percent of the federal poverty level for a family of four w/ health insurance and 130 percent w/o health insurance. |
| New York City, NY | Sept. 1996 | ** | ** | Y | Y | N | N | Certain covered employees are entitled to various prevailing wage rates, as outlined by the Comptroller in the living wage schedule. |
| Jersey City, NJ | June 1996 | \$10.50 | \$13.60 | N | Y | N | N | Only employees in clerical, food service, janitorial, and security jobs are covered. |
| Portland, OR | June 1996, Amended July 1998 | \$9.50 | \$11.26 | N | Y | N | N | The law was amended in 1998 to raise the wage level and require health insurance for covered employees. |
| Milwaukee, WI | Nov. 1995 | \$8.80 | \$10.56 | N | Y | N | N | Living wage level is adjusted annually to the poverty level for a family of three. |
| Santa Clara County, CA * | Oct. 1995 | \$10.00 | N/A | N | N | Y | N | Tax abatement recipients must provide health insurance or a suitable alternative to permanent employees. |
| Baltimore, MD | Dec. 1994, Amended July 2005 | N/A | \$10.59 | N | Y | N | N | |
| Washington, DC | 1992 | N/A | \$8.25 | N/A | N/A | N/A | Y | Wage was set at \$1.00 above the federal minimum wage. In 2005, a law was passed that changed the living wage rate to \$7.00 or \$1.00 above the federal minimum wage. Also see living wage law passed in Jan. 2006. |
| N/A= Not Available, *-Not Updated, **-Refer to Notes, CPI- Consumer Price Index | | | | | | | | |