

## Human Resources/Organizational Development Department

Effective March 1, 2013 the Living Wage Rates to be applied to services covered under ordinance #020663 area as follows.

	<b>March 1, 2012 Rate</b>	<b>March 1, 2013 Rate</b>
Employees <u>with</u> Health Insurance Coverage	\$11.0817 per hour	\$11.3221 per hour
Employees <u>without</u> Health Insurance Coverage	\$12.33 per hour	\$12.57 per hour

The Living Wage rates apply to all new bid solicitations and existing contracts.

The [Federal Health and Human Services 2013 Poverty Guideline](#) was released January 24, 2012. The guideline for a family of four is \$23,550/year. Per the ordinance, the Living wage rate with health insurance is the annual poverty guideline for a family of four divided by 2,080 hours. Without health insurance, the Living Wage is an additional \$1.25 higher.