



Local Living Wage Ordinances and Coverage

Total (as of 12/6/10, not including repealed): 123

The wages in this list have been updated through 12/6/2010, unless otherwise noted with an asterisk in the Municipality/County section.

Municipality/County	Adoption Date	Living Wage		Coverage			City-Wide Minimum Wage	Notes
		w/ Health Insurance	w/o Health Insurance	Local Government Employees	Public Contracts	Financial Assistance		
Pittsburgh, PA	February 2010	**	**	N	Y	Y	N	Prevailing wage law. Certain contractors and recipients of city aid are required to pay their employees the prevailing wage rate.
San Leandro, CA	July 2007	\$11.67	\$13.17	Y	Y	Y	N	Living wage level is indexed to rise with CPI.
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	February 2007	\$10.78	\$12.16	Y	Y	N	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.
Norwalk, CT	January 2007	\$12.19	\$15.19	Y	Y	Y	N	Also covers certain lessees of public property, concessionaires and franchisees.
Petaluma, CA	December 2006	\$12.46	\$13.99	Y	Y	Y	N	
Memphis, TN	December 2006	\$10.27	\$12.32	N	Y	N	N	

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	April 2006	\$12.19	\$15.54	N	Y	Y	N	
Miami, FL *	April 2006	\$10.58	\$11.83	Y	Y	N	N	
Albuquerque, NM	April 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 *	April 2006	N/A	\$8.18	N/A	N/A	N/A	Y	Pueblo-wide minimum wage law.
Santa Barbara, CA	March 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	January 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.
Nassau County, NY	December 2005	\$12.50	\$14.16	N	Y	N	N	Final wage level of \$12.50 was phased in by 2010.
Emeryville, CA	November 2005	\$12.81	N/A	Y	Y	Y	N	Also covers certain lessees of public property, licensees, concessionaires and franchisees.
Macomb County, MI	November 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	September 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.
								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.
Philadelphia, PA *	May 2005	N/A	\$7.73	Y	Y	N	N	
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	April 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	March 2005, Amended April 2008	N/A	\$13.27	N	Y	N	N	Previous living wage ordinance passed in 2001, repealed in 2002.
Bloomington, IN	March 2005	\$8.50	\$11.25	N	Y	Y	N	Living wage is indexed to rise with CPI.
Milwaukee, WI	February 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	March 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	December 2003	\$10.72	\$12.33	Y	Y	N	N	Living wage level is indexed to rise with CPI.
Sebastopol, CA	December 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	November 2003	N/A	\$9.79	N/A	N/A	N/A	Y	City-wide minimum wage law. Also see living wage law passed in August of 2000.
Lawrence, KS	October 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	October 2003	\$10.35	\$12.90	N	Y	N	N	
Lansing, MI	September 2003	\$13.79	\$13.79	N	Y	Y	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.
Orlando, FL	August 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	March 2003, Amended September 2003	\$10.60	\$11.85	N	Y	N	N	
Palm Beach County, FL	February 2003	N/A	\$11.40	N	Y	N	N	
Santa Fe, NM	February 2003, Amended November 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	November 2002	\$10.60	\$12.10	Y	Y	N	N	Living wage level is adjusted annually by the percentage increase in the federal poverty guidelines.
Bellingham, WA	November 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 *	November 2002	\$11.50	\$13.00	N	Y	Y	N	
Taylor, MI	November 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	October 2002	\$11.13	\$12.57	Y	Y	N	N	
Watsonville, CA	September 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 *	August 2002	\$13.00	\$14.75	Y	Y	Y	N	Living wage level is indexed to rise with CPI.

								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.
Southfield, MI	July 2002	\$11.03	\$13.78	N	Y	Y	N	
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 *	March 2002	\$10.09	\$11.58	N	Y	N	N	Covers workers at Oakland's Airport and Seaport.
New Orleans, LA	February 2002, Repealed September 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 September 2002, the law was overturned by the State Supreme Court.
Hazel Park, MI	February 2002, Repealed June 2002	N/A	N/A	N/A	N/A	N/A	N/A	
Marin County, CA	January 2002	\$10.05	\$11.55	Y	Y	N	N	
Bozeman, MT	December 2001	\$9.93	\$11.09	Y	N	Y	N	Living wage level is indexed to rise with CPI.
Santa Cruz County, CA	December 2001, Amended August 2002	\$13.60	\$14.83	N	Y	N	N	Living wage level is indexed to rise with CPI.
New Britain, CT *	December 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	December 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	December 2001, Repealed January 2003	\$8.00	\$9.50	N	Y	N	N	Living wage level is indexed to rise with the state-level cost of living adjustment.
Burlington, VT	November 2001	\$14.21	\$15.35	Y	Y	Y	N	
Charlottesville, VA	November 2001	N/A	\$10.52	N	Y	N	N	
Richmond, CA	October 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	October 2001	\$10.88	\$12.75	N	Y	N	N	
Hempstead, NY	October 2001, Repealed December 2001	\$9.00	\$10.25	N	Y	Y	N	
Monroe County, MI	October 2001, Repealed March 2003	\$8.70	\$10.20	Y	Y	N	N	
Ashland, OR	September 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	August 2001	\$9.00	\$10.25	N	Y	N	N	Only employees in janitorial and security jobs are covered.
Gloucester County, NJ	August 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 March 2002	\$9.12	\$10.62	Y	Y	Y	N	Certain lessees are covered also. Also see prevailing wage law passed in February 2010.

Santa Monica, CA	May 2001, Repealed November 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	
								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.
Miami Beach, FL	April 2001, Amended June 2010	\$10.16	\$11.41	Y	Y	N	N	
Pittsfield Township, MI	April 2001	\$10.97	\$12.86	N	Y	Y	N	Living wage level is indexed to rise with CPI.
Eastpointe, MI	March 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.
Missoula, MT	March 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	March 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	February 2001	\$9.59	\$11.00	N	Y	N	N	
Rochester, NY	January 2001	\$10.59	\$11.83	N	Y	Y	N	Living wage level is indexed to rise with CPI.

								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.
Meriden, CT	November 2000	\$10.64	**	N	Y	N	N	
Santa Cruz, CA	October 2000	\$13.60	\$14.83	Y	Y	N	N	
	September 2000, Repealed							Repealed by state law.
Eau Claire County, WI	June 2005	\$7.53	\$8.29	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 November 2003 a city-wide minimum wage was set and is indexed to rise with CPI.
San Francisco, CA	August 2000	**	\$11.69	N	Y	N	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.
St. Louis, MO	August 2000	\$11.33	\$14.68	N	Y	Y	N	
	June 2000, Amended							Lessees are also covered. Amended in October 2000 to include all employees at the city marina.
Berkeley, CA	October 2000	\$12.41	\$14.47	Y	Y	Y	N	

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 September 2009	N/A	\$13.13	N	Y	N	N	In September 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.
Omaha, NE	April 2000, Repealed September 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	April 2000	\$7.25	\$8.50	N	Y	Y	N	Wages are adjusted annually based on changes in the state employment retirement system.
Denver, CO	February 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	January 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	November 1999	N/A	\$11.55	N	Y	N	N	Living wage level is indexed to rise with CPI.
Hartford, CT	September 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	September 1999	\$9.17	\$10.32	N	Y	N	N	Living wage level is indexed to rise with CPI.
Buffalo, NY	August 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.
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	April 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	March 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	March 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.
Hudson County, NJ	January 1999, Amended October 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	November 1998	\$12.94	\$14.19	N	Y	Y	N	Only certain contracted services are covered.
Detroit, MI	November 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	October 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	September 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	September 1998	\$10.57	\$13.21	N	Y	N	N	
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	March 1998	\$11.15	\$12.82	N	Y	Y	N	Living wage level is indexed to rise with CPI.
Durham, NC	January 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	October 1997	\$9.38	\$10.74	N	Y	Y	N	
Boston, MA	September 1997, Amended September 1998, Expanded October 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	April 1997	N/A	\$12.50	N	Y	N	N	Living wage level is set at 120 percent of poverty level for a family of four.
Los Angeles, CA	May 1997, Amended January 1999	\$10.30	\$11.55/\$14.80**	Y	Y	Y	N	\$14.80 applies to LA airport employees only. In January 1999, the law was amended to increase the health insurance 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	March 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.
St. Paul, MN	January 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	September 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	November 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 *	October 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	December 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 January 2006.

N/A= Not Available, *-Not Updated, **-Refer to Notes, CPI- Consumer Price Index

Sources: ACORN Living Wage Resource Center, Web sites of respective jurisdictions

Please contact the respective jurisdictions with questions about the laws. Feel free to contact us at livingwage@nelp.org for all other inquiries, or to provide updated living wage legislation information.