

LIVING WAGE HISTORY

	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
<b>Effective Date of Living Wage Adjustment</b>	03/17/03	04/01/04	04/01/05	03/01/06	04/01/07	03/01/08	03/01/09	10/01/10	03/01/11	03/01/12	03/01/13	03/01/14	03/01/15

<b>Poverty Guideline for a Family of 4</b>	\$18,100	\$18,850	\$19,350	\$20,000	\$20,650	\$21,200	\$22,050	\$22,050	\$22,350	\$23,050	\$23,550	\$23,850	\$24,250
Release date by U.S. Department of Health and Human Services	02/14/02	02/13/04	02/18/05	01/24/06	01/24/07	01/23/08	01/23/09	08/03/10	01/20/11	01/26/12	01/24/13	01/22/14	01/20/15

<b>Hourly Rate for Employees with Health Insurance Coverage</b> <i>(used for regular City employees)</i>	\$8.70	\$9.06	\$9.30	\$9.62	\$9.93	\$10.19	\$10.60	\$10.60	\$10.75	\$11.0817	\$11.3221	\$11.4663	\$11.6587
\$ change over prior Living Wage	n/a	\$0.36	\$0.24	\$0.31	\$0.31	\$0.26	\$0.41	\$0.00	\$0.14	\$0.34	\$0.24	\$0.14	\$0.19
% change over prior Living Wage	n/a	4.14%	2.65%	3.36%	3.25%	2.66%	4.01%	0.00%	1.36%	3.13%	2.17%	1.27%	1.68%

<b>Hourly Rate for Employees without Health Insurance Coverage</b>	\$9.95	\$10.31	\$10.55	\$10.87	\$11.18	\$11.44	\$11.85	\$11.85	\$12.00	\$12.33	\$12.57	\$12.72	\$12.91
\$ change over prior Living Wage	n/a	\$0.36	\$0.24	\$0.32	\$0.31	\$0.26	\$0.41	\$0.00	\$0.15	\$0.33	\$0.24	\$0.15	\$0.19
% change over prior Living Wage	n/a	3.62%	2.33%	3.03%	2.85%	2.33%	3.58%	0.00%	1.27%	2.75%	1.95%	1.19%	1.49%

<b>NOTES:</b>	Effective date is the adoption date of ordinance. Per the ordinance the 2002 poverty level was used.				While the 2007 and 2008 Living Wages were implemented on their effective dates, it was discovered when the 2008 Living Wage was being implemented that employees below the 2007 Living Wage had not had their wages adjusted eff. 4/1/2007. Therefore, in March of 2008, their 2007 wages were corrected to reflect the 2007 living wage, their 1/14/2008 general	Congress extended the 2009 poverty guidelines until "at least May 2010". When the 2010 poverty guidelines were released on 8/3/2010, the poverty level for a family of 4 was unchanged from the 2009 level.							
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