



Carlos Alvarez, Mayor

June 1, 2008

**Attention: All Covered Service Contractors**

**NOTICE: LIVING WAGE INCREASE**

Pursuant to Miami-Dade County Code, § 2-8.9 Living Wages (Code), all covered service contracts with Miami-Dade County with a contract value of over \$100K per year<sup>1</sup>, and all Service Contractors to include General Aeronautical Service Permittees at Miami-Dade County Aviation without reference to any contract value, are subject to the Living Wage.

In accordance with the Code, the Living Wage is annually indexed to inflation as defined by the Consumer Price Index (CPI), calculated by the U. S. Department of Commerce as applied to the County of Miami-Dade. The applicable CPI increase for fiscal year 2008-2009, represents a 5.8% wage increase. **As such, effective October 1, 2008 through September 30, 2009** all Service Contractors (Covered Employer) whose covered employees (employees performing a covered service part time or full time for Miami-Dade County through a Service Contractor as defined by the Code) must be paid no less than \$11.31 per hour provided the covered employees are part of the Service Contractor's qualifying Health Benefits Plan (HBP). Contributions by the Service Contractor towards the provision of the qualifying HBP must be no less than \$1.64 per hour in order to qualify to pay the lower rate of \$11.31 per hour. If the Service Contractor pays less than the required amount for providing a Health Benefit Plan, then the Service Contractor may comply with the Living Wage requirements by paying the difference between the per hour premium it pays for the Health Benefit Plan and the minimum amount required directly to the employee. If no HBP is provided by the Service Contractor the Service Contractor must pay no less than **\$12.95 per hour** to its covered employees.

Please feel free to contact our office should you have any questions or need assistance relating to the Living Wages.

Sincerely,  
  
Penelope Townsley  
Director

- c: Service Contractors Distribution List
- Living Wage Commission
- Department Directors
- Service Contractor Files

<sup>1</sup> Contract value is equal to the total aggregate annual value of a contract in accordance with all applicable sections of the entire Miami-Dade County Code. This includes all awardees under a covered service contract, without regard to the method of award and the contract value associated with any given awardees'.