

Human Resources/Organizational Development Department

Effective March 1, 2019 the Living Wage Rates to be applied to services covered under ordinance #140296 are as follows.

	March 1, 2018 Rate	March 1, 2019 Rate
Employees with Health Insurance Coverage	\$12.0673 per hour	12.3798 Per hour
Employees without Health Insurance Coverage	\$13.3173 per hour	\$13.6298 Per hour

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

The [U.S. Department of Health and Human Services 2019 Poverty Guidelines](#) have been released. Per the City of Gainesville's Living Wage ordinance, section 2-616, the Living Wage is adjusted on the first day of the second month following the publication of the guidelines, or March 1, 2019. The 2019 poverty guideline for a family of four living in the 48 contiguous states and the District of Columbia is \$25,750/year. The hourly 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 hourly Living Wage is an additional \$1.25 higher.