

GOVERNMENT OF THE DISTRICT OF COLUMBIA

Department of Employment Services



MURIEL BOWSER
MAYOR

DR. UNIQUE MORRIS-HUGHES
DIRECTOR

LIVING WAGE INCREASE NOTICE

Dear Employer:

As you know, the Living Wage in the District of Columbia is currently \$14.50 per hour, as of January 1, 2019.

The Living Wage determines the pay rate employers receiving government assistance or funding from the District must offer and pay workers performing work on projects related to the government assistance or funding. The rate is reviewed annually and can be adjusted in proportion to the annual average increase in the Consumer Price Index for all Urban Consumers in the Washington Metropolitan Statistical Area published by the Bureau of Labor Statistics, U.S. Department of Labor.

The requirement to pay a living wage applies to:

- All recipients of contracts in the amount of \$100,000 or more, and all subcontractors who receive \$15,000 or more from the funds received by the recipient from the District of Columbia, and
- All recipients of government assistance in the amount of \$100,000 or more, and all subcontractors of these recipients who receive \$50,000 or more from the government assistance received by the recipient from the District of Columbia.

According to D.C. Code § 2-220.03, at no time shall the living wage be less than the minimum wage established pursuant to section 4 of the Minimum Wage Act Revision Act of 1992. **Starting July 1, 2020, the Minimum Wage in D.C. will increase to \$15.00 per hour, which we anticipate will exceed the Living Wage Rate. At this point, all Employers will be required to pay their employees no less than the Minimum Wage, \$15.00 per hour.**

The Department of Employment Services' Office of Wage-Hour looks forward to working with employers to ensure that this requirement is met. Should you have any questions, please contact Michael Watts, Associate Director of the Office of Wage-Hour, at 202-671-1880.

Sincerely,

Dr. Unique Morris-Hughes
Director