GOVERNMENT OF THE DISTRICT OF COLUMBIA

Department of Employment Services

MURIEL BOWSER
MAYOR

DR. UNIQUE MORRIS-HUGHES
DIRECTOR

Dear Employer:

The Living Wage Act of 2006, D.C. Code §§ 2-220.01--2-220.11 (the "Act") provides that District of Columbia government contractors and recipients of government assistance in the amount of $100,000 or more shall pay affiliated employee wages at no less than the current living wage rate. Employers receiving government assistance or funding from the District must pay workers performing work on projects related to the government assistance or funding at least the current living wage rate. The living wage rate is reviewed annually by DOES 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.

Based on the 2025 review, effective January 1, 2026, until June 30, 2026, the living wage rate is $17.95 per hour.

D.C. Code § 2-220.03(f) provides that at no time shall the living wage be less than the minimum wage. Effective July 1, 2025, the minimum wage in the District is $17.95 per hour. Effective July 1, 2026, the District's Minimum Wage will increase to $18.40, based on the CPI as of December 31, 2025, and that will trigger an attendant increase in the living wage.

Effective January 1, 2026, until June 30, 2026, the living wage rate is $17.95. Effective July 1, 2026, the District's Minimum Wage and Living Wage will increase to $18.40.

The Department of Employment Services/Office of Wage-Hour looks forward to continuing to provide quality service to all employers. Should you have any questions, please contact Mohammad R. Sheikh, Deputy Director for the Labor Standards Bureau, at 202-671-1555 or by e-mail at mohammad.sheikh@dc.gov .

Sincerely,

Dr. Unique Morris-Hughes
Director