



# Livable Wage Ordinance

Are You  
Receiving  
A Livable  
Wage?

The Burlington Livable Wage Ordinance requires that if you are working on a specific City of Burlington service contract or subcontract above a certain amount your employer must pay you at least \$13.94 an hour with health insurance.

## \$13.94

If you are working on a specific City of Burlington service contract or subcontract above a certain amount your employer must pay you at least \$15.83 an hour without health insurance.

## \$15.83

Are You  
Eligible to  
Receive The  
Livable Wage?

Covered employees are required to be paid the above amounts. If you are covered and your employer reduces your pay, your employer shall be considered in violation. You are protected by law if you assert your rights under the Livable Wage Ordinance.

Why Report A  
Livable Wage  
Violation?

If your employer is required to be paying you the Livable Wage and is not, he or she may be required to pay you back wages and be subject to any other appropriate action as outlined in the Ordinance.

Employee  
Earned  
Income Tax  
Credit

Are you raising a family and making less than \$30,000? If so, you could be eligible to receive the Earned Income Tax Credit (EITC.) You may even be eligible if your income is so low that you do not owe any taxes. The EITC can reduce your taxes or provide a cash refund. There is a federal and state EITC, so ask about both. To find out if you qualify and how to get this benefit speak to your employer's payroll clerk or call IRS at 1.800.TAX.1040.

To File a Complaint, Contact:

Office of the Chief Administrative Officer, 149 Church Street, Burlington, VT 05401  
802-865-7019



# Livable Wage Ordinance

Are You  
Receiving  
A Livable  
Wage?

The Burlington Livable Wage Ordinance requires that if you are working on a specific City of Burlington service contract or subcontract above a certain amount your employer must pay you at least \$13.94 an hour with health insurance.

## \$13.94

If you are working on a specific City of Burlington service contract or subcontract above a certain amount your employer must pay you at least \$15.83 an hour without health insurance.

## \$15.83

Are You  
Eligible to  
Receive The  
Livable Wage?

Covered employees are required to be paid the above amounts. If you are covered and your employer reduces your pay, your employer shall be considered in violation. You are protected by law if you assert your rights under the Livable Wage Ordinance.

Why Report A  
Livable Wage  
Violation?

If your employer is required to be paying you the Livable Wage and is not, he or she may be required to pay you back wages and be subject to any other appropriate action as outlined in the Ordinance.

Employee  
Earned  
Income Tax  
Credit

Are you raising a family and making less than \$30,000? If so, you could be eligible to receive the Earned Income Tax Credit (EITC.) You may even be eligible if your income is so low that you do not owe any taxes. The EITC can reduce your taxes or provide a cash refund. There is a federal and state EITC, so ask about both. To find out if you qualify and how to get this benefit speak to your employer's payroll clerk or call IRS at 1.800.TAX.1040.

To File a Complaint, Contact:

Office of the Chief Administrative Officer, 149 Church Street, Burlington, VT 05401  
802-865-7019



# Livable Wage Ordinance

Are You  
Receiving  
A Livable  
Wage?

The Burlington Livable Wage Ordinance requires that if you are working on a specific City of Burlington service contract or subcontract above a certain amount your employer must pay you at least \$13.94 an hour with health insurance.

## \$13.94

If you are working on a specific City of Burlington service contract or subcontract above a certain amount your employer must pay you at least \$15.83 an hour without health insurance.

## \$15.83

Are You  
Eligible to  
Receive The  
Livable Wage?

Covered employees are required to be paid the above amounts. If you are covered and your employer reduces your pay, your employer shall be considered in violation. You are protected by law if you assert your rights under the Livable Wage Ordinance.

Why Report A  
Livable Wage  
Violation?

If your employer is required to be paying you the Livable Wage and is not, he or she may be required to pay you back wages and be subject to any other appropriate action as outlined in the Ordinance.

Employee  
Earned  
Income Tax  
Credit

Are you raising a family and making less than \$30,000? If so, you could be eligible to receive the Earned Income Tax Credit (EITC.) You may even be eligible if your income is so low that you do not owe any taxes. The EITC can reduce your taxes or provide a cash refund. There is a federal and state EITC, so ask about both. To find out if you qualify and how to get this benefit speak to your employer's payroll clerk or call IRS at 1.800.TAX.1040.

To File a Complaint, Contact:

Office of the Chief Administrative Officer, 149 Church Street, Burlington, VT 05401  
802-865-7019



# Livable Wage Ordinance

Are You  
Receiving  
A Livable  
Wage?

The Burlington Livable Wage Ordinance requires that if you are working on a specific City of Burlington service contract or subcontract above a certain amount your employer must pay you at least \$13.94 an hour with health insurance.

# \$13.94

What Are  
Your Rights  
Under the  
Livable Wage?

All employees who work directly on a City of Burlington service contract or a subcontract may be eligible. To find out if you are covered by the Livable Wage Ordinance you may call the Office of the Chief Administrative Officer at 802/865-7000.

Are You  
Eligible to  
Receive The  
Livable Wage?

Covered employees are required to be paid at least \$13.94 an hour. If you are covered and your employer reduces your pay, your employer shall be considered in violation. You are protected by law if you assert your rights under the Livable Wage Ordinance.

Why Report A  
Livable Wage  
Violation?

If your employer is required to be paying you the Livable Wage and is not, he or she may be required to pay you back wages and be subject to any other appropriate action as outlined in the Ordinance.

Employee  
Earned  
Income Tax  
Credit

Are you raising a family and making less than \$30,000? If so, you could be eligible to receive the Earned Income Tax Credit (EITC.) You may even be eligible if your income is so low that you do not owe any taxes. The EITC can reduce your taxes or provide a cash refund. There is a federal and state EITC, so ask about both. To find out if you qualify and how to get this benefit speak to your employer's payroll clerk or call IRS at 1.800.TAX.1040.

To file a complaint Contact:  
Office of the Chief Administrative Officer  
149 Church Street  
Burlington, VT 05401  
802/865-7019



## OFFICE OF THE CHIEF ADMINISTRATIVE OFFICER

City of Burlington

City Hall, Room 20, 149 Church Street, Burlington, VT 05401

Voice (802) 865-7000

Fax (802) 865-7014

TTY (802) 865-7142

# FILE

### MEMORANDUM

**TO:** Department Heads

**FROM:** Jonathan P.A. Leopold, Jr., Chief Administrative Officer

**DATE:** August 1, 2007

**SUBJECT:** Livable Wage Ordinance – Revised Wage Information

As you know, the City Council adopted an Ordinance concerning a Livable Wage. Following, are the revised wages based upon the Basic Needs Budgets prepared by the State of Vermont Joint Fiscal Office and an independent evaluation of the value of City Employee Benefits. This revised Livable Wage is effective for Fiscal Year 2008. Employees who have been paid less than the wages set forth below should be compensated retroactive to July 1, 2007.

#### Livable Wage:

- Livable wage for employees who receive City Employee Benefits is now \$12.95 per hour
- Livable wage for employees who do not receive City Employee Benefits is now \$13.94 per hour
- Tipped employees who are covered by the ordinance shall be paid an hourly wage which, when combined with the tips will at least equal the livable wage established under the ordinance.

Please note that the distinction above between employees who receive benefits and those who do not receive benefits applies only to City employees. With regard to employees of City contractors, the differential rate is continues to be determined based on employees with employer assisted healthcare and employees who do not have employer assisted healthcare.

Attached to this memorandum are:

1. Livable Wage Notice
2. Recommended Language for Request for Proposals and Contracts



# Livable Wage Ordinance

Are You  
Receiving  
A Livable  
Wage?

The Burlington Livable Wage Ordinance requires that if you are working on a specific City of Burlington service contract or subcontract above a certain amount your employer must pay you at least \$12.02 an hour with health insurance.

# \$12.02

What Are  
Your Rights  
Under the  
Livable Wage?

All employees who work directly on a City of Burlington service contract or a subcontract may be eligible. To find out if you are covered by the Livable Wage Ordinance you may call the Office of the Chief Administrative Officer at 802/865-7000.

Are You  
Eligible to  
Receive The  
Livable Wage?

Covered employees are required to be paid at least \$12.02 an hour. If you are covered and your employer reduces your pay, your employer shall be considered in violation. You are protected by law if you assert your rights under the Livable Wage Ordinance.

Why Report A  
Livable Wage  
Violation?

If your employer is required to be paying you the Livable Wage and is not, he or she may be required to pay you back wages and be subject to any other appropriate action as outlined in the Ordinance.

Employee  
Earned  
Income Tax  
Credit

Are you raising a family and making less than \$30,000? If so, you could be eligible to receive the Earned Wage Tax Credit (EITC.) You may even be eligible if your income is so low that you do not owe any taxes. The EITC can reduce your taxes or provide a cash refund. There is a federal and state EITC, so ask about both. To find out if you qualify and how to get this benefit speak to your employer's payroll clerk or call IRS at 1.800.TAX.1040.

To file a complaint Contact:  
Office of the Chief Administrative Officer  
149 Church Street  
Burlington, VT 05401  
802/865-7019



## OFFICE OF THE CHIEF ADMINISTRATIVE OFFICER

### City of Burlington

City Hall, Room 20, 149 Church Street, Burlington, VT 05401

Voice (802) 865-7000

Fax (802) 865-7014

TTY (802) 865-7142

### MEMORANDUM

**TO:** Department Heads

**FROM:** Brendan S. Keleher, Chief Administrative Officer

**DATE:** March 1, 2005

**SUBJECT:** Livable Wage Ordinance -- Revised Wage Information

As you know, the City Council adopted an Ordinance concerning a Livable Wage. Following, are the revised wages based upon the Basic Needs Budgets prepared by the State of Vermont Joint Fiscal Office.

Livable Wage:

- Livable wage for employees who receive health care benefits is now \$12.02 per hour
- Livable wage for employees who do not receive health care benefits is now \$13.49 per hour
- Tipped employees who are covered by the ordinance shall be paid an hourly wage which, when combined with the tips will at least equal the livable wage established under the ordinance.

Attached to this memorandum are:

1. Livable Wage Notice
2. Recommended Language for Request for Proposals and Contracts



# Livable Wage Ordinance

Are You  
Receiving  
A Livable  
Wage?

The Burlington Livable Wage Ordinance requires that if you are working on a specific City of Burlington service contract or subcontract above a certain amount your employer must pay you at least \$11.92 an hour with health insurance.

# \$11.92

What Are  
Your Rights  
Under the  
Livable Wage?

All employees who work directly on a City of Burlington service contract or a subcontract may be eligible. To find out if you are covered by the Livable Wage Ordinance you may call the Office of the Chief Administrative Officer at 802/865-7000.

Are You  
Eligible to  
Receive The  
Livable Wage?

Covered employees are required to be paid at least \$11.92 an hour. If you are covered and your employer reduces your pay, your employer shall be considered in violation. You are protected by law if you assert your rights under the Livable Wage Ordinance.

Why Report A  
Livable Wage  
Violation?

If your employer is required to be paying you the Livable Wage and is not, he or she may be required to pay you back wages and be subject to any other appropriate action as outlined in the Ordinance.

Employee  
Earned  
Income Tax  
Credit

Are you raising a family and making less than \$30,000? If so, you could be eligible to receive the Earned Income Tax Credit (EITC.) You may even be eligible if your income is so low that you do not owe any taxes. The EITC can reduce your taxes or provide a cash refund. There is a federal and state EITC, so ask about both. To find out if you qualify and how to get this benefit speak to your employer's payroll clerk or call IRS at 1.800.TAX.1040.

To file a complaint Contact:  
Office of the Chief Administrative Officer  
149 Church Street  
Burlington, VT 05401  
802/865-7019





## OFFICE OF THE CHIEF ADMINISTRATIVE OFFICER

City of Burlington

City Hall, Room 20, 149 Church Street, Burlington, VT 05401

Voice (802) 865-7000

Fax (802) 865-7014

TTY (802) 865-7142

### MEMORANDUM

**TO:** Department Heads

**FROM:** Brendan S. Keleher, Chief Administrative Officer

**DATE:** March 18, 2002

**SUBJECT:** Livable Wage Ordinance – Revised Wage Information

As you know, the City Council adopted an Ordinance concerning a Livable Wage. Following, are the revised wages.

Livable Wage:

- Livable wage for employees who receive health care benefits is now \$10.93 per hour
- Livable wage for employees who do not receive health care benefits is now \$12.68 per hour
- Tipped employees who are covered by the ordinance shall be paid an hourly wage which, when combined with the tips will at least equal the livable wage established under the ordinance.



# Livable Wage Ordinance

Are You  
Receiving  
A Livable  
Wage?

The Burlington Livable Wage Ordinance requires that if you are working on a specific City of Burlington service contract or subcontract above a certain amount your employer must pay you at least \$9.90 an hour with health insurance as of December 19, 2001.

# \$9.90

What Are  
Your Rights  
Under the  
Livable Wage?

All employees who work directly on a City of Burlington service contract or a subcontract may be eligible. To find out if you are covered by the Livable Wage Ordinance you may call the Office of the Clerk Treasurer at 802/865-7000.

Are You  
Eligible to  
Receive The  
Livable Wage?

Covered employees are required to be paid at least \$9.90 an hour. If you are covered and your employer reduces your pay, your employer shall be considered in violation. You are protected by law if you assert your rights under the Livable Wage Ordinance.

Why Report A  
Livable Wage  
Violation?

If your employer is required to be paying you the Livable Wage and is not, he or she may be required to pay you back wages and be subject to any other appropriate action as outlined in the Ordinance.

Employee  
Earned  
Income Tax  
Credit

Are you raising a family and making less than \$30,000? If so, you could be eligible to receive the Earned Income Tax Credit (EITC.) You may even be eligible if your income is so low that you do not owe any taxes. The EITC can reduce your taxes or provide a cash refund. There is a federal and state EITC, so ask about both. To find out if you qualify and how to get this benefit speak to your employer's payroll clerk or call IRS at 1.800.TAX.1040.

To File a complaint Contact:

Office of the Clerk Treasurer  
149 Church Street  
Burlington, VT 05401  
802/865-7019