



WASHTENAW COUNTY LIVING WAGE ORDINANCE

Effective October 17, 2001 Resolution #01-234

\$13.91 per hour

If the employer provides health care benefits

\$15.51 per hour

If the employer does **NOT** provide health care benefits*

Effective May 1, 2020 to April 30, 2021

Employers who hold professional service or service contracts with Washtenaw County for a value of more than \$10,000 in a twelve-month period of time **must pay those employees performing work on a Washtenaw County contract the above living wage.**

ENFORCEMENT

Washtenaw County may recover back wages either administratively or through court action for the employees that have been underpaid in violation of the ordinance. Persons denied payment of the living wage have the right to bring a civil action for damages in addition to any action taken by Washtenaw County.

Violation of this Ordinance is punishable by fines of not more than \$500/violation plus costs, with each day being considered a separate violation. Additionally, Washtenaw County has the right to modify, terminate, cancel, or suspend a contract if the Ordinance is violated.

For Additional Information or to File a Complaint Contact:

Washtenaw County Human Resources

(734) 222-6800

**Health Care Benefits includes those paid for by the employer or making an employer contribution toward the purchase of health care. The employee contribution must not exceed \$.50 an hour for an average work week; and the employer cost or contribution must equal no less than \$1/hour for the average work week.*

The ordinance requires employers to display this poster where employees can readily see it.