

# County of Santa Clara

Office of the County Executive

County Government Center,  
70 West Hedding Street  
Eleventh Floor – East Wing  
San Jose, California 95110  
(408) 299-5105



Date: March 13, 2019

To: Agency/Department Heads

From: Andrew Zawoyski, CPPO, Director, Office of Countywide Contracting Management

DS  
AE

## Subject: Fiscal Year 2019-2020 Living Wage Rate Adjustments

Per Board of Supervisors Policy 5.5.5.5., the County's Living Wage rates are reviewed and updated annually based on specified cost of living adjustments. New rates are effective July 1 of the following fiscal year.

On February 2, 2019, the United States Department of Health and Human Services published an increase to the federal poverty level in the Federal Register, resulting in a change to the Living Wage rate for FY 2019 – 2020.

The updated rate is set forth in the chart below:

Effective Dates	Living Wage without Health-Benefit Credit and Retirement-Benefit Credit	Living Wage with either Health-Benefit Credit or Retirement-Benefit Credit	Living Wage with Both Health-Benefit Credit or Retirement-Benefit Credit
<b>July 1, 2019 – June 30, 2020</b>	<b>\$23.92</b>	<b>\$21.92</b>	<b>\$19.92</b>
July 1, 2018 – June 30, 2019	\$22.98	\$20.98	\$18.98
July 1, 2017 – June 30, 2018	\$21.82	\$19.82	\$17.82
July 1, 2016 – June 30, 2017	\$21.39	\$19.39	\$17.39
July 1, 2015 – June 30, 2016	\$19.57	\$17.57	\$15.57
July 1, 2014 – June 30, 2015	\$19.06	\$17.06	\$15.06

The new rates represent a 4.09% (\$0.94 per hour) increase from July 1, 2018. Please forward this information to staff in your respective departments responsible for soliciting and contracting for services and to managers and supervisors who oversee the contracting functions.

For any questions or concerns about the application of the Living Wage Policy, please contact the Office of Countywide Contracting Management at [occm@ceo.sccgov.org](mailto:occm@ceo.sccgov.org).

**Board of Supervisors:** Mike Wasserman, Cindy Chavez, Dave Cortese, Susan Ellenberg, S. Joseph Simitian  
**County Executive:** Jeffrey V. Smith

cc: Chiefs of Staff  
Jeffrey V. Smith, County Executive  
Miguel Márquez, Chief Operating Officer  
Miriam Singer, CPPO, FCCN, Chief Procurement Officer

**Board of Supervisors:** Mike Wasserman, Cindy Chavez, Dave Cortese, Susan Ellenberg, S. Joseph Simitian  
**County Executive:** Jeffrey V. Smith