



BUREAU OF FINANCE

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TONI PRECKWINKLE

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MEMORANDUM

Date: January 24, 2023

To: Raffi Sarrafian, Chief Procurement Officer
Fritz Kaegi, Assessor

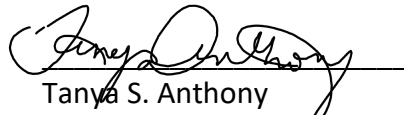
From: Tanya S. Anthony, Chief Financial Officer

Subject: Living Wage for 2023

The purpose of this memo is to provide you with the updated living wage hourly rates for 2023 as required by Section 2-408 of the Cook County Code of Ordinances. The living wage is \$14.42 for employers who provide health benefits to an employee where the employee's health benefit contribution does not exceed 25% of the cost of the health benefit premium. Otherwise, the living wage is \$18.03 per hour.

In accordance with Sections 2-408 and 34-160 of the Cook County Code of Ordinances, the current living wage must be posted on the Chief Financial Officer and the Chief Procurement Officer's websites.

Sincerely,


Tanya S. Anthony
Chief Financial Officer

Sec. 34-160. - Living wage.

- (a) Unless expressly waived by the Board, any Contract requiring the use of full-time non-County Employees to provide services or labor under the Contract shall include a provision requiring that the Contractor shall pay not less than the Living Wage to such Employees, unless such Employees' Wages are governed by Federal or State law. The Contractor shall require all subcontractors to comply with this section. This Section shall not apply to Contracts with not-for-profit organizations or Contracts funded by Federal grants or loans.
- (b) If a Contractor or any of its subcontractors is found to be in violation of this section, such Contractor be required to pay back pay to each affected Employee, and may also be fined by the County up to \$100.00 for each affected Employee for each day paid at less than the Living Wage. Such penalties will not be imposed on any Person except after a hearing pursuant to Chapter 2, Article IX, Administrative Hearings.
- (c) If a Contractor or any of its subcontractors is found to have retaliated against an affected Employee, the Contractor may be held to be in breach of the Contract and the Contract may be terminated unless such Contractor or the subcontractor appropriately reinstates or compensates such Employee.
- (d) The CPO shall require that any such Contractor certify that it will comply with this section.
- (e) Pursuant to County Code Chapter 2, Article V, Division 3, Subdivision I, Section 2-408, the CFO shall annually determine the Living Wage.
- (f) The CPO shall post the current Living Wage on the CPO's website.
- (g) Every Contractor and subcontractor required to pay the Living Wage shall notify its Employees of the Living Wage requirement and shall notify all of its Employees annually of any adjustment to the Living Wage. In addition, the Employer shall notify its Employees that if any Employee contends that the Employer is not paying a Living Wage or has otherwise violated this section, that Employee may file a complaint with the Cook County Commission on Human Rights ("Commission"). If at the conclusion of the Commission's investigation, the Commission finds that the Employer has violated this section, it shall (1) in the case of an Employer receiving a property tax incentive, notify the Assessor; or (2) in the case of a Contractor or a subcontractor required to pay the Living Wage, notify the CPO, who shall exercise such remedies as are in the best interest of the County, including ordering the Employer to pay back pay and penalties, as provided in this section.

(Ord. No. 14-1232, 3-12-2014.)