



CITY OF GAINESVILLE

Human Resources Department

Memo

To: All GG and GRU Procurement Staff
From: Laura Graetz, Human Resources Director
Date: September 10, 2025
Re: Living Wage for Covered Services

Effective October 1, 2025, the Living Wage Rates to be applied to covered services defined in 2-618 of the Code of Ordinances will be as follows:

Contractors who have:	October 1, 2024 Rate	October 1, 2025 Rate
Employees with Health Insurance Coverage	\$15.00 per hour	\$15.00 per hour
Employees without Health Insurance Coverage	\$17.25 per hour	\$17.25 per hour

Per the City of Gainesville's Living Wage ordinance, the Living Wage is to be adjusted on October 1 of each year. The Living Wage rates for October 1, 2025, apply to contracts with the City effective on or after that date. Per section 2-619 of the Living Wage ordinance, the Living Wage is an hourly wage that is no less than the hourly base pay of the lowest pay grade of the City as of the preceding October 1 of the effective date of the contract with the City.

The Ordinance used to calculate the above stated pay increase is found in **Chapter 2 – Administration, Article IX – Living Wage Requirements, Division 2, Section 2-618 – Definitions:**

Living wage means an hourly wage that is no less than the hourly base pay of the lowest pay grade of the city as of the preceding October 1 of the effective date of the contract with the city. The living wage will increase annually thereafter on October 1 of each succeeding year the contract or any extension thereof is in effect. If the service contractor/subcontractor does not offer health benefits to the covered employee, then the hourly wage must be increased by 15 percent for that covered employee.

The hourly base pay of the lowest pay grade on October 1, 2025, will be \$15.00. If the service contractor/subcontractor does not offer health benefits to the covered employee, then the hourly wage must be increased by 15 percent for that covered employee. Without health insurance, the hourly Living Wage rate becomes \$17.25.

cc: Laura Graetz, Human Resources Director/csp
Classification and Compensation