
NYC ADMINISTRATIVE CODE § 6-109 SCHEDULE OF "LIVING WAGES"

Contractors who provide the following services to the City of New York must post a copy of this Living Wage Schedule at their work site(s) as required by New York City Administrative Code § 6-109:

- Building Services;
- Food Services;
- Temporary Services;
- Homecare Services;
- Day Care Services;
- Head Start Services, and
- Services to Persons with Cerebral Palsy.

In accordance with NYC Administrative Code § 6-109, the Comptroller of the City of New York promulgated this schedule of living wages for the above services on contracts for non-emergency work in excess of the small purchase limit set by the procurement policy board; contracting agencies must annex this schedule to such contract.

A city service contractor or subcontractor that provides homecare services, day care services, head start services or services to persons with cerebral palsy must pay its covered employees that directly render such services in performance of the city service contract or subcontract no less than the living wage and must provide its employees health benefits* or must supplement their hourly wage rate by an amount no less than the health benefits* supplement rate. This requirement applies for each hour that the employee works performing the city service contract or subcontract.

A city service contractor or subcontractor that provides building services, food services or temporary services must pay its employees that are engaged in performing the city service contract or subcontract no less than the living wage or the prevailing wage, whichever is greater. Where the living wage is greater than the prevailing wage, the city service contractor or subcontractor must either provide its employees health benefits* or must supplement their hourly wage rate by an amount no less than the health benefits* supplement rate. Where the prevailing wage is greater than the living wage, the city service contractor or subcontractor must provide its employees the prevailing wage and supplements. These requirements apply for each hour that the employee works performing the city service contract or subcontract.

The appropriate schedule of living wages must be posted at all work sites pursuant to NYC Administrative Code 6-109.

OFFICE OF THE COMPTROLLER, CITY OF NEW YORK

The schedule is applicable for work performed from July 1, 2008 through June 30, 2009, unless otherwise noted. You will be notified of any changes to this schedule by addenda published on our web site www.comptroller.nyc.gov. Schedules for future one-year periods will be published annually in the City Record on or about July 1st of each succeeding year and on our web site www.comptroller.nyc.gov.

The living wage rate and the health benefit* supplement rate are known through June 30, 2009, therefore, those rates are listed in this schedule.

The living wage rates listed in this schedule may not include all hourly wage calculations for overtime, shift differential, Holiday, Saturday, Sunday or other premium time work. Similarly, this schedule does not set forth every living wage practice with which employers must comply.

Answers to questions concerning prevailing wage practices may be obtained from the Classification Unit by calling (212) 669-4437. Please direct all other compliance issues to; Bureau of Labor Law, Attn: Wasyl Kinach, P.E., Office of the Comptroller, 1 Centre Street, Room 1122, New York, N.Y. 10007; Fax (212) 669-4002.

Contractors are solely responsible for maintaining original payroll records, which delineate, among other things, the hours each employee worked within a given classification. Contractors using rates and/or classifications not promulgated by the Comptroller do so at their own risk. Additionally, prior to bid, an agency's chief contracting officer must contact the Bureau of Labor Law to obtain a wage determination for a work classification not published in this schedule.

The information listed below is intended to assist you in meeting your living wage and prevailing wage obligation. Contractors are advised to review the Comptroller's Living Wage Schedule prior to submitting a bid for City work. Any wage rate error made by the contracting agency in the contract documents will not preclude a finding against the contractor for an underpayment of the applicable living wage or the applicable prevailing wage.

This schedule sets forth the living wage and benefit rates required to be annexed to and form part of the contract specifications for work covered by New York City Administrative Code § 6-109. Contractors performing such work are required to pay not less than the rates specified in this schedule for the applicable trade or occupation.

**Wasyl Kinach, P.E.
Director of Classifications
Bureau of Labor Law**

***See Supplemental Benefit Rate in schedule**

OFFICE OF THE COMPTROLLER, CITY OF NEW YORK

HOLIDAY LEGEND

The Holidays listed below are to be paid at the prevailing rate the worker is classified.

- (1) None
- (2) New Years Day
- (3) Martin Luther King Jr. Day
- (4) Lincoln's Birthday
- (5) Washington's Birthday
- (6) President's Day
- (7) Good Friday
- (8) Memorial Day
- (9) Independence Day
- (10) Labor Day
- (11) Columbus Day
- (12) Election Day
- (13) Presidential Election Day
- (14) 1/2 day on Presidential Election Day
- (15) Veteran's Day
- (16) Thanksgiving Day
- (17) Day after Thanksgiving
- (18) Day Before Christmas
- (19) 1/2 day before Christmas Day
- (20) Christmas Day
- (21) Day before New Year's Day
- (22) 1/2 day before New Year's Day
- (23) Employee's Birthday

OVERTIME LEGEND

The following is an explanation of the code(s) listed in the OVERTIME section of each classification contained in this prevailing rate schedule. Additional requirements may also be listed in the OVERTIME section.

- (1) Time and one half the regular rate after a 7 hour day.
- (2) Time and one half the regular rate after an 8 hour day.
- (3) Double time the regular rate after a 7 hour day.
- (4) Double time the regular rate after an 8 hour day.
- (5) Time and one half the regular rate for Saturday.
- (6) Double time the regular time rate for Saturday.
- (7) Time and one half the regular rate for Sunday.
- (8) Double time the regular rate for Sunday.
- (9) Saturday may be used as a make-up day at straight time when a day is lost during that week to inclement weather.
- (10) Saturday and Sunday may be used as a make-up day at straight time when a day is lost during that week due to inclement weather.
- (11) Regular straight time rate for work on a holiday.
- (12) Time and one half the regular rate for work on a holiday.
- (13) Double time the regular rate for work on a holiday.

NOTE: Benefits are paid for EACH HOUR WORKED unless otherwise noted.

NYC ADMINISTRATIVE CODE § 6-109 PREVAILING WAGE INDEX
JULY 1, 2008 – JUNE 30, 2009

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OFFICE OF THE COMPTROLLER, CITY OF NEW YORK

“BUILDING SERVICES”

CLASSIFICATION: CLEANER (OFFICE)

OFFICE BUILDING CLASS "A": (Over 280,000 square feet gross area)

<u>Title</u>	<u>Wage Rate per Hour</u>
Cleaner/Porter	\$20.25
Effective January 1, 2009	\$21.00
 SUPPLEMENTAL BENEFIT RATE PER HOUR:	 \$7.56
Effective January 1, 2009	\$7.96

OFFICE BUILDING CLASS "B": (Between 120,000 and 280,000 square feet gross area)

<u>Title</u>	<u>Wage Rate per Hour</u>
Cleaner/Porter	\$20.22
Effective January 1, 2009	\$20.97
 SUPPLEMENTAL BENEFIT RATE PER HOUR:	 \$7.56
Effective January 1, 2009	\$7.96

OFFICE BUILDING CLASS "C": (Less than 120,000 square feet gross area)

<u>Title</u>	<u>Wage Rate per Hour</u>
Cleaner/Porter	\$20.17
Effective January 1, 2009	\$20.92
 SUPPLEMENTAL BENEFIT RATE PER HOUR:	 \$7.56
Effective January 1, 2009	\$7.96

THESE CLASSIFICATIONS INCLUDE, BUT ARE NOT LIMITED TO, CLEANING AND DISINFECTING OF CURTAINS, RUGS, AND DRAPES, JANITORIAL AND CUSTODIAL SERVICES (OTHER THAN SCHOOL CUSTODIAN), WASHING AND WAXING FLOORS. ADDITIONAL SUPPLEMENTAL BENEFITS FOR ALL CLASSES OF OFFICE CLEANERS:

PAID HOLIDAYS: (2, 3*, 5, 7#, 8, 9, 10, 11, 16, 17#, 20 & 23) see Holiday Legend.

*** may be exchanged for Yom Kippur or a personal day**

may be exchanged for Lincoln's birthday and/or Veteran's Day

Continued on following page

OFFICE OF THE COMPTROLLER, CITY OF NEW YORK

“BUILDING SERVICES Continued”

VACATION:

Less than six months of work - no vacation.

Six months of work but less than one year of work - three days.

One year of work but less than five years of work - two weeks.

Five years of work but less than 15 years of work - three weeks.

15 years of work but less than 25 years of work - four weeks.

25 years or more of work - five weeks.

SICK LEAVE:

Ten sick days per year. Unused sick leave paid in the succeeding January, one full days pay for each unused sick day.

OVERTIME: (2, 5, 7; 12 in addition to the days pay) see Overtime Legend.

NEW HIRE: Porter/Cleaner, may be paid a starting rate of eighty (80%) of the hourly rate published above. Upon completion of thirty (30) months of employment, the new hire shall be paid the full wage rate.

New Employee Supplemental Benefit rate per hour: \$5.47

Effective January 1, 2009 \$5.77

Upon completion of two years of employment the new hire receives the full supplemental benefit rate.

THIS CLASSIFICATION IS SUBJECT TO NEW YORK STATE LABOR LAW SECTION 230 ET SEQ.

(LOCAL 32B/J)

CLASSIFICATION: CLEANER (PARKING LOT) - FLOOR PERSON

	<u>Wage Rate Per Hour</u>
"A" Level Worker	\$14.81
"B" Level Workers	\$10.00*

SUPPLEMENTAL BENEFIT RATE PER HOUR:

"A" worker, "B" worker after three years of employment. \$2.17

"B" worker with less than 3 years employment. \$1.50*

* "B" Level Worker paid at least the Living Wage as per section 6-109

Continued on following page

OFFICE OF THE COMPTROLLER, CITY OF NEW YORK

“BUILDING SERVICES Continued”

OVERTIME: Time and one half the regular hourly rate after 40 hours in any work week.

VACATION:

Full time employees shall be entitled to five days per year during each of the first two years of employment. Ten days per year during each of the third through fifth years of employment. Fifteen (15) days per year during each of the sixth (6) through tenth (10) years of employment. Twenty days per year during each of the eleventh and each succeeding Year of employment.

BENEFIT DAYS:

Six days during each of the first through fifth years of employment. Twelve days during the sixth and each succeeding year of employment.

(Local 272)

CLASSIFICATION: CLEANER (RESIDENTIAL)

Residential Building Class "A": buildings where the assessed value of the land and building, based upon the 1935 assessment, divided by the number of rooms in the building, gives an assessed value of over \$4000.00 a room.

<u>Title</u>	<u>Wage Rate per Hour</u>
Cleaner/Porter	\$18.94
Effective April 21, 2009	\$19.20
SUPPLEMENTAL BENEFIT RATE PER HOUR:	\$7.08

Residential Building Class "B": buildings where the assessed value of the land and building, based upon the 1935 assessment, divided by the number of rooms in the building, gives an assessed value of over \$2000.00 a room and not over \$4000.00 a room.

<u>Title</u>	<u>Wage Rate per Hour</u>
Cleaner/Porter	\$18.88
Effective April 21, 2009	\$19.15
SUPPLEMENTAL BENEFIT RATE PER HOUR:	\$ 7.08

Continued on following page

OFFICE OF THE COMPTROLLER, CITY OF NEW YORK

“BUILDING SERVICES Continued”

Residential Building Class"C": buildings where the assessed value of the land and building, based upon the 1935 assessment, divided by the number of rooms in the building, gives An assessed value of \$2000.00 or less a room.

<u>Title</u>	<u>Wage Rate per Hour</u>
Cleaner/Porter	\$18.83
Effective April 21, 2009	\$19.09
SUPPLEMENTAL BENEFIT RATE PER HOUR:	\$ 7.08

THESE CLASSIFICATIONS INCLUDE, BUT ARE NOT LIMITED TO, CLEANING AND DISINFECTING OF CURTAINS, RUGS, AND DRAPES, JANITORIAL AND CUSTODIAL SERVICES (OTHER THAN SCHOOL CUSTODIAN), WASHING AND WAXING FLOORS.

ADDITIONAL SUPPLEMENTAL BENEFITS FOR ALL CLASSES OF RESIDENTIAL CLEANERS:

PAID HOLIDAYS: (2, 3*, 5, 7# , 8, 9, 10, 11, 16, 17#, 20 & 23). See Holiday Legend.

*** may be exchanged for Yom Kippur or a personal day**

may be exchanged for Lincoln’s birthday and/or Veteran’s Day

VACATION:

6 Months.....	3 working days.
1 Year.....	2 weeks.
5 Years.....	3 weeks.
15 Years.....	4 weeks.
21 Years.....	21 working days.
22 Years.....	22 working days.
23 Years.....	23 working days.
24 Years.....	24 working days.
25 Years.....	5 weeks.

SICK LEAVE: After one year of service - 10 days per year.

OVERTIME: (2, 5, 7; 12 in addition to the days pay). See overtime legend.

THIS CLASSIFICATION IS SUBJECT TO NEW YORK STATE LABOR LAW SECTION 230 ET SEQ.

(Local 32B/J)

“BUILDING SERVICES Continued”

WAGE RATE PER HOUR: \$18.74

SUPPLEMENTAL BENEFIT RATE PER HOUR: \$ 4.83

Paid Holidays: (2, 5, 8, 9, 10, 11, 16 & 20) Plus employee's birthday and two (2) additional holidays as floating holidays and one (1) additional day either for Martin Luther King's Birthday or Yom Kippur. All employees hired on or after February 1, 2001 shall not be entitled to floating holidays or a day off for their Birthday. See Holiday Legend.

Regular Work Day: shall be any eight (8) consecutive hours from 6:00 A.M. - 8:00 P.M. with one hour off for lunch. On a second shift the employee is paid an additional twelve dollars (\$12.00) per week.

The Regular Work Week of day workers shall consist of forty (40) hours in any five (5) consecutive days Monday through Saturday, with two (2) consecutive days off. If a day worker works a split week by working one (1) or more days and one (1) or more nights, time and one half shall be paid for each night's work. If a day worker splits a week by working one (1) day and one or more nights, time and one-half shall be paid for each nights work.

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OFFICE OF THE COMPTROLLER, CITY OF NEW YORK

“BUILDING SERVICES Continued”

Shift Rate: The regular work week of night workers shall consist of five (5) consecutive nights totaling forty (40) hours. Any employee required to work between 5:00 P.M. and 7:00 A.M. for any given eight (8) hours consecutively shall receive an additional forty (\$.40) cents per hour above the employees' regular straight time hourly rate. If a night worker works a split week by working one or more nights and one or more days, time and one-half the night rate shall be paid for each day worked. A night worker required to work on Saturday night shall be paid at time one half regardless of the number of nights the employee has worked during his regular work week.

Vacation: All employees hired before February 1, 2001 shall be entitled to paid vacations as follows:

During the employees first 52 weeks of employment.....1 week (5 days)
During the employees second 52 weeks of employment.....2 weeks (10 days)
After (5) years employment.....3 weeks (15 days)
After (15) years employment.....4 weeks (20 days)
After (21) years employment.....21 working days
After (22) years employment.....22 working days
After (23) years employment.....23 working days
After (24) years employment.....24 working days
After (25) years employment.....5 weeks (25 days)

Employees hired on or after February 1, 2001 shall receive the following vacation benefits:

During the first (52) weeks of employment.....1 week (5 days)
During the second (52) weeks of employment and thereafter....2 weeks (10 days)
After ten (10) years of employment..... 3 weeks (15 days)

SICK LEAVE:

Ten (10) paid sick days in each calendar year after one year of service. Unused sick leave paid in cash in January of each calendar year.

THIS CLASSIFICATION IS SUBJECT TO NEW YORK STATE LABOR LAW SECTION 230 ET SEQ.

(Local 32 B/J)

OFFICE OF THE COMPTROLLER, CITY OF NEW YORK

“BUILDING SERVICES Continued”

CLASSIFICATION: GARDENER

	<u>Wage Rate Per Hour</u>	<u>Supplemental Benefit Rate Per Hour</u>
Gardener (Above 6 years experience)	\$ 21.00	\$ 6.75
(Effective April 1, 2009)	\$ 22.00	\$ 7.25
Gardener (3 - 6 years experience)	\$ 20.00	\$ 6.75
(Effective April 1, 2009)	\$ 21.00	\$ 7.25
Gardener (1-3 years experience)	\$ 17.50	\$ 6.75
(Effective April 1, 2009)	\$ 18.50	\$ 7.25

OVERTIME: (2, 5 & 8) See Overtime Legend. Supplemental Benefits shall include an additional Seventy Five (\$0.75) cents per hour for all overtime work performed.

PAID HOLIDAYS: (2, 8, 9, 10, 16 & 20). In the event that any employee is called to work on any of the above mentioned holidays, the employee shall receive, in addition to a full day's pay, pay at time and one-half (1-1/2 times) for all work performed on that day.

SHIFT RATES: Work performed on a 4pm to 12am shift has a 15% differential. Work performed on a 12am to 8am shift has a 20% differential.

(Local 175)

CLASSIFICATION: SECURITY GUARD

	<u>Wage Rate Per Hour</u>	<u>Supplemental Benefit Rate Per Hour</u>
Security Guard (Unarmed)	\$11.35	\$0.78
Security Guard (Armed)	\$23.05	\$1.34

OVERTIME: Any work in excess in eight hours within any twenty four hour period and work in excess of forty hours in a week is overtime, and must be compensated at time and one half the hourly wage and at straight time for the supplemental benefit rate.

OFFICE OF THE COMPTROLLER, CITY OF NEW YORK

“BUILDING SERVICES Continued”

CLASSIFICATION: WINDOW CLEANER

<u>TITLE</u>	<u>WAGE RATE PER HOUR</u>
Window Cleaner	\$23.56
Effective March 1, 2009	\$24.36
Power Operated Scaffolds, Manual Scaffolds, and Boatswain Chairs	\$25.31
Effective March 1, 2009	\$26.24
SUPPLEMENTAL BENEFIT RATE PER HOUR:	\$9.58
Effective January 1, 2009	\$9.88
Effective March 1, 2009	\$10.06

OVERTIME: (2, 5 & 8; 12 plus the days pay) see overtime legend

**PAID HOLIDAYS: (2, 3, 5, 7, 8, 9, 10, 11, 16, 17 & 20, plus one personal day).
See holiday legend.**

VACATION:

After seven months but less than one year of service - one week.

One year but less than five years of service- two weeks.

Five years of service but less than 15 years of service- three weeks.

15 years of service but less than 25 years of service- four weeks.

21 years - 21 days.

22 years - 22 days.

23 years - 23 days.

24 years - 24 days.

25 years or more of service - five weeks.

Plus one day per year for medical visit

SICK LEAVE:

Ten days after one year worked. Unused sick days to be paid in cash. An employee who is entitled to and receive a payment of 10 days of unused sick days shall also receive a hundred dollar bonus.

(Local No. 32B/J)

OFFICE OF THE COMPTROLLER, CITY OF NEW YORK

CLASSIFICATION: FOOD SERVICE EMPLOYEES

<u>TITLE</u>	<u>WAGE RATE PER HOUR</u>	<u>SUPPLEMENTAL BENEFITS PER HOUR</u>
Cook (Level 1)	\$18.56	\$4.54
(Under supervision performs non-supervisory work of moderate difficulty and responsibility, or supervisory work of ordinary difficulty and responsibility in the preparation, distribution and service of pre-prepared meals, sandwiches, etc.)		
Assistant Cook (Level 1)	\$11.88	\$2.91
Cook (Level 2)	\$20.35	\$4.98
(Under general supervision, performs non-supervisory work of a difficult and responsible nature, or supervisory work of moderate difficulty and responsibility in the preparation, distribution, and service of meals using standard procedures and quantity recipes where less than 1200 meals per day are prepared)		
Assistant Cook (Level 2)	\$18.56	\$4.54
Cook (Level 3)	\$21.57	\$5.28
(Under general supervision, performs supervisory work of a difficult and responsible nature in the preparation, distribution, and service of meals, using standard procedure and quantity recipes where in excess of 1199 meals per day are prepared)		
Assistant Cook (Level 3)	\$20.28	\$ 4.96
Kitchen Helper	\$11.51	\$ 2.82
Cafeteria/Counter Attendant	\$11.88	\$ 2.91

OVERTIME: (2) see overtime legend

PAID HOLIDAYS: (1) see holiday legend

(Local 372; DC 37)

OFFICE OF THE COMPTROLLER, CITY OF NEW YORK

CLASSIFICATION: DAY CARE SERVICES

LIVING WAGE RATE PER HOUR \$10.00

SUPPLEMENTAL BENEFIT RATE PER HOUR \$1.50

“Day Care Services” means provision of day care services through the city’s center-based day care program administered under contract with the city’s Administration for Children’s Services. No other day care programs shall be covered, including family-based day care programs administered by city-contracted day care centers.

CLASSIFICATION: HEAD START SERVICES

LIVING WAGE RATE PER HOUR \$10.00

SUPPLEMENTAL BENEFIT RATE PER HOUR \$1.50

“Head Start Services” means provision of head start services through the city’s center-based head start program administered under contract with the city’s Administration for Children’s Services. No other head start programs shall be covered.

CLASSIFICATION: HOMECARE SERVICES

LIVING WAGE RATE PER HOUR \$10.00

SUPPLEMENTAL BENEFIT RATE PER HOUR \$1.50

“Homecare Services” means the provision of homecare services under the city’s Medicaid Personal Care/Home Attendant or Housekeeping Programs, including but not limited to the In-Home Services for the Elderly Programs administered by the Department for the Aging.

For homecare services provided under the Personal Care Services program, the wage and supplemental benefit rate above shall apply only as long as the state and federal government maintain their combined aggregate proportionate share of funding and approved rates for homecare services in effect as of the date of the enactment of this section.

For contractors or subcontractors providing homecare services, the supplemental benefit rate may be waived by the terms of a bona fide collective bargaining agreement with respect to employees who have never worked a minimum of eighty (80) hours per month for two consecutive months for that covered employer, but such provision may not be waived for any employee once a minimum of eighty (80) hours for two consecutive months has been achieved.

CLASSIFICATION: SERVICES TO PERSONS WITH CEREBRAL PALSY

LIVING WAGE RATE PER HOUR \$10.00

SUPPLEMENTAL BENEFIT RATE PER HOUR \$1.50

“Services to Persons with Cerebral Palsy” means provision of services which enable persons with cerebral palsy and related disabilities to lead independent and productive lives through an agency that provides health care, education, employment, housing and technology resources to such persons under contract with the city or the department of education.

CLASSIFICATION: TEMPORARY OFFICE SERVICES

TITLES

Secretary (various)

WAGE RATE PER HOUR: \$23.57

SUPPLEMENTAL BENEFIT RATE PER HOUR: \$0.34

OVERTIME: (2) see Overtime Legend.

PAID HOLIDAYS: (1) see Holiday Legend.

Typist / Word Processing Machine Operator / Data Entry Clerk

WAGE RATE PER HOUR: \$14.35

SUPPLEMENTAL BENEFIT RATE PER HOUR: \$0.29

OVERTIME: (2) see Overtime Legend.

PAID HOLIDAYS: (1) see Holiday Legend.

Clerk (various)

WAGE RATE PER HOUR: \$14.47

SUPPLEMENTAL BENEFIT RATE PER HOUR: \$0.26

OVERTIME: (2) see Overtime Legend.

PAID HOLIDAYS: (1) see Holiday Legend.

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OFFICE OF THE COMPTROLLER, CITY OF NEW YORK

Stenographer

WAGE RATE PER HOUR: \$10.00
SUPPLEMENTAL BENEFIT RATE PER HOUR: \$1.50

OVERTIME: (2) see Overtime Legend.

PAID HOLIDAYS: (1) see Holiday Legend.

Cashier

WAGE RATE PER HOUR: \$16.00
SUPPLEMENTAL BENEFIT RATE PER HOUR: None

OVERTIME: (2) see Overtime Legend.

PAID HOLIDAYS: (1) see Holiday Legend.

Messenger

WAGE RATE PER HOUR: \$11.98
SUPPLEMENTAL BENEFIT RATE PER HOUR: None

OVERTIME: (2) see Overtime Legend.

PAID HOLIDAYS: (1) see Holiday Legend.