

# Proposed Local Law Number 14 Of 2024

## County Of Ulster

### A Local Law Amending The Code Of The County Of Ulster, Chapter 232 Living Wage, In Relation To Applicability And Compensation

**BE IT ENACTED**, by the Legislature of the County of Ulster, as follows:

**SECTION 1.** § 232-2 of the Code of the County of Ulster, Legislative findings and intent, shall be amended to read as follows:

The Ulster County Legislature hereby finds and declares that **a livable wage should be provided to all employees of Ulster County and the employees of service contractors and subcontractors of Ulster County**, to promote their health and welfare. ~~of all employees that perform work for Ulster County, service contractors and subcontractors should provide a livable wage to employees who perform work in accordance with such service contracts with the County of Ulster.~~ The use of taxpayer dollars to promote sustenance and the creation of living wage jobs will increase consumer income, decrease levels of poverty, reinvigorate neighborhood businesses and reduce the need for taxpayer-funded social programs. Therefore, the purpose of this chapter is to ensure that **all employees of Ulster County and Ulster County contractors and subcontractors** earn an hourly wage that is sufficient for a family of four to live at or above the federal poverty level.

**SECTION 2.** § 232-3 of the Code of the County of Ulster, Definitions, shall be amended to modify the definition of “Covered Employer” to read as follows:

#### **COVERED EMPLOYER**

**The County of Ulster and Any** contractor or subcontractor directly involved in providing a covered service to the County.

**SECTION 3.** § 232-4 of the Code of the County of Ulster, Living wage requirement, shall be amended to read as follows:

A. ~~For every service contract entered on and after January 1, 2022, compensation for covered employees employed by covered employers shall be set in an amount no less than the living wage, in addition to retirement, health or other benefits received by the covered employee.~~ **Beginning on the effective date of this Local Law and continuing thereafter, compensation for all Covered Employees employed by Covered Employers shall be compensated in an amount no less than the Living Wage, in addition to retirement, health or other benefits received by the Covered Employee.**

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B. The living wage shall be an amount no less than ~~\$15~~ **seventeen dollars and seventy cents (\$17.70)** per hour worked, in addition to retirement, health or other benefits received by the covered employee. This amount may be increased by resolution of the County Legislature to take into account current market conditions (e.g., inflation, changes in the consumer price index). Any such increase in the living wage shall be posted on the website for the Ulster County Purchasing Department.

**SECTION 4. SEVERABILITY.**

In the event that any portion of this local law is found to be invalid, such finding will not have any effect on either the remaining portions or applications of this local law or any provisions of the Code of the County of Ulster, which shall remain in full force and effect.

**SECTION 5. EFFECTIVE DATE**

This law shall be effective upon filing in the Office of the Secretary of State