



NASSAU COUNTY LIVING WAGE

LIVING WAGE AS OF AUGUST 1ST, 2019

\$16.76
/hour

Without health
benefits

\$14.51
/hour

With health
benefits

NASSAU
COUNTY

&

LIVING
WAGE LAW

\$2.25
/hour

Health benefit
supplement

12 Paid
Days Off

Full-time
Employees



Source: Nassau County Living Wage Overview

Source: Nassau County Living Wage Annual Report 2018



LIVING WAGE ANNUAL REPORT



COMPTROLLER'S OFFICE

Helpful Resources on <https://www.nassaucountyny.gov/LivingWage>.



Reduction in the
number of living wage
waivers being granted.



>\$220,000

identified in 2018.
In less than two years, more than
\$265,000 identified in unpaid wages
and time off for 185 workers.



NASSAU COUNTY

BI-LINGUAL LIVING WAGE HOTLINE



516-571-WAGE



New Living Wage rules that allow the County to review the parent and subsidiary of a vendor that has a contract with the County when determining waiver eligibility requirements to ensure contractors cannot skirt paying the Living Wage.

KEY FACTS

- ▶ Identified \$220,000+ in underpaid wages and uncompensated time off for 147 employees
- ▶ 117 employees paid less than the living wage rate (\$33,996).
- ▶ 89 employees not granted 7,386 hours of earned compensated time off (\$112,249).
- ▶ Investigation of incomplete payroll data identified additional 30 employees paid less than the living wage and not granted earned compensated time off (\$66,171 & \$10,824).
- ▶ Live-in aides worked more than the 60 hours per week stated in their contract, including almost 100 instances of 80+ hour work weeks. Overscheduling caregivers can result in worker fatigue and impact the quality of care given to patients.