



NASSAU COUNTY COMPTROLLER

ELAINE PHILLIPS

240 Old Country Rd 2nd Fl., Mineola, NY 11501

PRESS RELEASE

Media Contact: Wendy L. Goldstein

wgoldstein@nassaucountyny.gov

o. 516.571.2478

m. 516.421.3792

April 14, 2026

Nassau County Comptroller Releases Comprehensive Living Wage Annual Report

MINEOLA, NY – The office of Nassau County Comptroller Elaine Phillips has released a comprehensive report detailing compliance with the County’s Living Wage Law. The review included all 18 providers of New York State-mandated emergency shelter, and all 24 providers of New York State-mandated personal care services (PCS) for Medicaid-eligible residents who need assistance with activities of daily living (ADL) such as bathing, grooming and meal preparation, for a total of 42 agencies that that are required to comply with the Law.

This was the first time an entire category of employers required to comply with the Living Wage Law were reviewed all at once.

The Living Wage Annual Report revealed that:

- 15 out of 18 emergency shelter providers (83%) paid employees the Living Wage rate; underpayments by the 3 noncomplying shelters ranged from \$0.12 to \$1.12 per hour below what was required;
- 12 emergency shelter providers failed to pay employees the Health Benefits Supplement in at least one fiscal quarter, with shortages ranging from \$0.08 to \$2.53 per hour;
- 23 of 24 personal care services providers (96%) paid employees the Living Wage rate; and
- 10 personal care services providers failed to pay the Health Benefits Supplement for at least one quarter, with shortages ranging from \$0.04 to \$1.67 per hour.

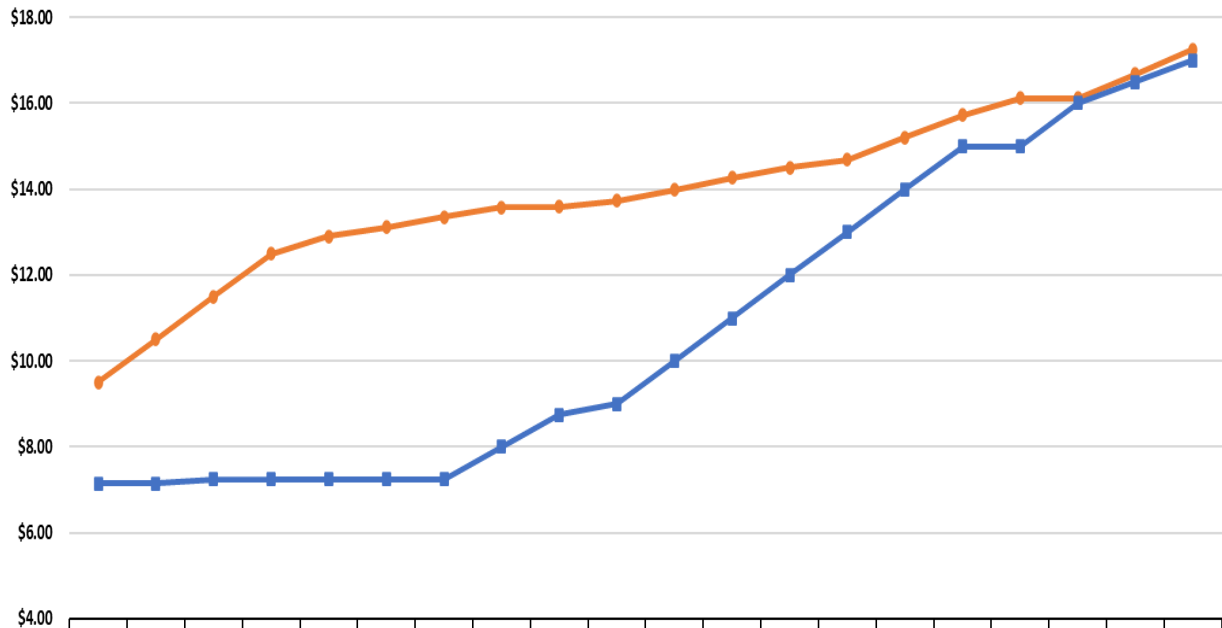
All 22 providers who failed to comply were contacted by the Comptroller’s Office. Among them 19 indicated that they would take corrective action and adjust their hourly rates going forward to comply with both the Living Wage and Health Benefits Supplement rates.

The full results of the review, including details about the providers not in compliance with the Living Wage Law, have been provided to the Nassau County Department of Social Services and the Nassau County Attorney’s Office, which are responsible for taking any appropriate contract management and enforcement actions.

The Living Wage rate is currently \$17.26 per hour, with a Health Benefits Supplement of \$2.57 per hour for workers who do not receive health benefits, for a total hourly rate of \$19.83 if health benefits are not provided.

When the Nassau County Living Wage Law went into effect in 2007, New York State’s Minimum Wage was \$7.15/hour; the Nassau County Living Wage was set at \$9.50/hour – 25% higher. The gap between the two standards has narrowed over time. Today, New York State’s minimum wage is \$17.00/hour; the Living Wage is \$17.26/hour (see chart below).

Nassau County Living Wage Compared to NYS Minimum Wage



	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026 through 7/31/26
Living Wage	\$9.50	\$10.50	\$11.50	\$12.50	\$12.90	\$13.11	\$13.35	\$13.58	\$13.59	\$13.73	\$13.98	\$14.27	\$14.51	\$14.69	\$15.20	\$15.73	\$16.12	\$16.12	\$16.68	\$17.26
Minimum Wage	\$7.15	\$7.15	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$8.00	\$8.75	\$9.00	\$10.00	\$11.00	\$12.00	\$13.00	\$14.00	\$15.00	\$15.00	\$16.00	\$16.50	\$17.00
Percent Difference	25%	32%	37%	42%	44%	45%	46%	41%	36%	34%	28%	23%	17%	12%	8%	5%	7%	1%	1%	2%

To read the full report, visit <https://www.nassaucountyny.gov/2377/Field-Audits>.

To learn more about Nassau County’s Living Wage Law, visit the Comptroller’s Living Wage website at <https://www.nassaucountyny.gov/1597/Living-Wage-Law>.

About the Comptroller’s Office

Comptroller Elaine Phillips is the independent protector of the taxpayers and residents of Nassau County. With a population of almost 1.4 million people and an annual budget of approximately \$4 billion, Nassau County relies on Comptroller Phillips and her dedicated staff to monitor Nassau’s budget and financial operations. The Comptroller’s Office reports on matters that affect Nassau’s financial health, proactively advocates for operational efficiency on behalf of the taxpayers, and audits government departments and outside agencies that do business with the county to uncover and prevent waste, fraud, and inefficiency.

For more information, access the Comptroller’s website at www.nassaucountyny.gov/1590/County-Comptroller or email nccomptroller@nassaucountyny.gov.

###