



Policy Statement On Health Benefits

*Adopted unanimously, September 13, 2006
Updated to reflect 2013 Living Wage Rates*

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Buffalo's Living Wage Ordinance sets two different living wage rates. "With health benefits, the living wage rate shall be . . . \$11.05 (2013). Without health benefits, the living wage rate shall be . . . \$12.40" Buffalo City Code 96-19(D)(2).

For an employee to pay the lower rate, the employee must actually receive health benefits worth at least \$1.35 per hour. If the health benefit package received is worth less, the employer must make up the difference with wages. Every employee (full and part-time) must get a wage/health benefit package totaling at least \$12.40 per hour.

An employer has asked what it should pay an employee who receives a health benefit package worth only \$0.88 per hour. The answer is that the employee must be paid an hourly wage of at least \$11.52, so that the employee's wages plus health benefit package are worth at least \$12.40 per hour.

The employer has also asked what it should pay an employee who is offered but does not elect to receive health benefits. The answer is that an employee who does not elect health benefits must be paid at least \$12.40 per hour