



Office of the City Clerk

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February 17, 2015

To: All City Departments

RE: Non-Poverty Wage Requirement for Procurement of Various Items

Section 310-17 of the Milwaukee Code of Ordinances establishes certain requirements for the procurement of apparel and apparel-related services and for the procurement of non-apparel items, materials, supplies and equipment in excess of \$30,000 (except under certain public works projects contracts). Contractors subject to this ordinance are required to pay non-poverty wages to their workers. The City Clerk is directed to calculate this wage amount based upon provisions of the ordinance and adjust it annually each March 1st.

The non-poverty wage amounts that will apply as of March 1, 2015 are:

- 1) For domestic manufacturers:
  - a. \$9.66 per hour if health benefits are included as a benefit.
  - b. \$11.59 per hour if health benefits are not provided.
- 2) For contractors outside the United States, a country-by-country table prepared by the Legislative Reference Bureau is attached.

The Business Operations Division (Procurement Services Section) of the Department of Administration is responsible for monitoring and enforcing this ordinance. Questions regarding its applicability are best directed to that department.

Sincerely,

James R. Owczarski  
City Clerk

Cc: Honorable, City Council (VIA E-MAIL)  
Richard Pfaff  
John Ledvina



Table 1. Non-Poverty Hourly Wages by Country

Country	Hourly Wage If Health Benefits Are Provided (US\$)	Hourly Wage If Health Benefits Are Not Provided (US\$)
Afghanistan	\$0.20	\$0.24
Albania	\$1.96	\$2.35
Algeria	\$1.37	\$1.65
American Samoa	\$1.46	\$1.76
Andorra	\$6.80	\$8.17
Angola	\$1.15	\$1.38
Anguilla	\$2.23	\$2.68
Antigua and Barbuda	\$3.37	\$4.04
Argentina	\$3.40	\$4.08
Armenia	\$1.15	\$1.38
Aruba	\$4.63	\$5.55
Australia	\$7.87	\$9.44
Austria	\$7.79	\$9.35
Azerbaijan	\$1.98	\$2.37
Bahamas, The	\$5.85	\$7.02
Bahrain	\$5.45	\$6.54
Bangladesh	\$0.38	\$0.46
Barbados	\$4.59	\$5.51
Belarus	\$2.95	\$3.53
Belgium	\$6.91	\$8.30
Belize	\$1.61	\$1.93
Benin	\$0.29	\$0.35
Bermuda	\$15.73	\$18.88
Bhutan	\$1.28	\$1.54
Bolivia	\$1.01	\$1.21
Bosnia and Herzegovina	\$1.52	\$1.82
Botswana	\$3.00	\$3.60
Brazil	\$2.21	\$2.66
British Virgin Islands	\$7.74	\$9.29
Brunei	\$10.02	\$12.03
Bulgaria	\$2.63	\$3.16
Burkina Faso	\$0.27	\$0.33
Burma	\$0.31	\$0.37
Burundi	\$0.11	\$0.13
Cabo Verde	\$0.80	\$0.97
Cambodia	\$0.48	\$0.57
Cameroon	\$0.44	\$0.53
Canada	\$7.88	\$9.46
Cayman Islands	\$8.01	\$9.61
Central African Republic	\$0.13	\$0.15
Chad	\$0.46	\$0.55
Chile	\$3.49	\$4.19
China	\$1.79	\$2.15
Colombia	\$2.03	\$2.44
Comoros	\$0.24	\$0.29

Table 1. (Continued)

Country	Hourly Wage If Health Benefits Are Provided (US\$)	Hourly Wage If Health Benefits Are Not Provided (US\$)
Congo, Democratic Republic of the	\$0.07	\$0.09
Congo, Republic of the	\$0.88	\$1.05
Cook Islands	\$1.66	\$2.00
Costa Rica	\$2.36	\$2.83
Cote d'Ivoire	\$0.33	\$0.40
Croatia	\$3.26	\$3.91
Cuba	\$1.87	\$2.24
Curacao	\$2.74	\$3.29
Cyprus	\$4.48	\$5.38
Czech Republic	\$4.81	\$5.77
Denmark	\$6.91	\$8.30
Djibouti	\$0.49	\$0.59
Dominica	\$2.62	\$3.14
Dominican Republic	\$1.77	\$2.13
Ecuador	\$1.94	\$2.33
Egypt	\$1.21	\$1.45
El Salvador	\$1.37	\$1.65
Equatorial Guinea	\$4.70	\$5.64
Eritrea	\$0.22	\$0.26
Estonia	\$4.10	\$4.92
Ethiopia	\$0.24	\$0.29
European Union	\$6.31	\$7.57
Falkland Islands (Islas Malvinas)	\$10.13	\$12.16
Faroe Islands	\$5.58	\$6.70
Fiji	\$0.90	\$1.08
Finland	\$6.57	\$7.88
France	\$6.53	\$7.84
French Polynesia	\$4.02	\$4.83
Gabon	\$3.51	\$4.21
Gambia, The	\$0.37	\$0.44
Georgia	\$1.12	\$1.34
Germany	\$7.23	\$8.67
Ghana	\$0.64	\$0.77
Gibraltar	\$7.87	\$9.44
Greece	\$4.32	\$5.18
Greenland	\$7.02	\$8.43
Grenada	\$2.52	\$3.03
Guam	\$5.25	\$6.30
Guatemala	\$0.97	\$1.16
Guernsey	\$8.16	\$9.79
Guinea	\$0.20	\$0.24
Guinea-Bissau	\$0.22	\$0.26
Guyana	\$1.55	\$1.87
Haiti	\$0.24	\$0.29
Honduras	\$0.88	\$1.05
Hong Kong	\$9.64	\$11.57

Table 1. (Continued)

Country	Hourly Wage If Health Benefits Are Provided (US\$)	Hourly Wage If Health Benefits Are Not Provided (US\$)
Hungary	\$3.62	\$4.35
Iceland	\$7.45	\$8.93
India	\$0.73	\$0.88
Indonesia	\$0.95	\$1.14
Iran	\$2.34	\$2.81
Iraq	\$1.30	\$1.56
Ireland	\$7.55	\$9.07
Isle of Man	\$9.84	\$11.81
Israel	\$6.62	\$7.95
Italy	\$5.41	\$6.50
Jamaica	\$1.65	\$1.98
Japan	\$6.79	\$8.14
Jersey	\$10.43	\$12.51
Jordan	\$1.12	\$1.34
Kazakhstan	\$2.58	\$3.10
Kenya	\$0.33	\$0.40
Kiribati	\$1.17	\$1.40
Korea, North	\$0.33	\$0.40
Korea, South	\$6.07	\$7.29
Kosovo	\$1.39	\$1.67
Kuwait	\$7.70	\$9.24
Kyrgyzstan	\$0.46	\$0.55
Laos	\$0.57	\$0.68
Latvia	\$3.49	\$4.19
Lebanon	\$2.89	\$3.47
Lesotho	\$0.40	\$0.48
Liberia	\$0.13	\$0.15
Libya	\$2.07	\$2.48
Liechtenstein	\$16.35	\$19.62
Lithuania	\$4.13	\$4.96
Luxembourg	\$14.25	\$17.10
Macau	\$16.23	\$19.47
Macedonia	\$1.98	\$2.37
Madagascar	\$0.18	\$0.22
Malawi	\$0.16	\$0.20
Malaysia	\$3.20	\$3.84
Maldives	\$1.66	\$2.00
Mali	\$0.20	\$0.24
Malta	\$5.34	\$6.41
Marshall Islands	\$1.59	\$1.91
Mauritania	\$0.40	\$0.48
Mauritius	\$2.95	\$3.53
Mexico	\$2.85	\$3.42
Micronesia, Federated States of	\$1.34	\$1.60
Moldova	\$0.70	\$0.83
Monaco	\$15.64	\$18.77

Table 1. (Continued)

Country	Hourly Wage If Health Benefits Are Provided (US\$)	Hourly Wage If Health Benefits Are Not Provided (US\$)
Mongolia	\$1.08	\$1.30
Montenegro	\$2.18	\$2.61
Montserrat	\$1.55	\$1.87
Morocco	\$1.01	\$1.21
Mozambique	\$0.22	\$0.26
Namibia	\$1.50	\$1.80
Nauru	\$0.91	\$1.10
Nepal	\$0.27	\$0.33
Netherlands	\$7.92	\$9.50
New Caledonia	\$6.90	\$8.28
New Zealand	\$5.56	\$6.67
Nicaragua	\$0.82	\$0.99
Niger	\$0.15	\$0.18
Nigeria	\$0.51	\$0.61
Niue	\$1.06	\$1.27
Northern Mariana Islands	\$2.49	\$2.99
Norway	\$10.13	\$12.16
Oman	\$5.45	\$6.54
Pakistan	\$0.57	\$0.68
Palau	\$1.92	\$2.30
Panama	\$3.02	\$3.62
Papua New Guinea	\$0.53	\$0.64
Paraguay	\$1.24	\$1.49
Peru	\$2.03	\$2.44
Philippines	\$0.86	\$1.03
Poland	\$3.86	\$4.63
Portugal	\$4.19	\$5.03
Puerto Rico	\$2.98	\$3.58
Qatar	\$18.68	\$22.41
Romania	\$2.63	\$3.16
Russia	\$3.31	\$3.97
Rwanda	\$0.27	\$0.33
Saint Helena, Ascension, and Tristan da Cunha	\$1.43	\$1.71
Saint Kitts and Nevis	\$2.98	\$3.58
Saint Lucia	\$2.40	\$2.88
Saint Pierre and Miquelon	\$6.38	\$7.66
Saint Vincent and the Grenadines	\$2.21	\$2.66
Samoa	\$1.13	\$1.36
Sao Tome and Principe	\$0.40	\$0.48
Saudi Arabia	\$5.73	\$6.87
Senegal	\$0.38	\$0.46
Serbia	\$2.03	\$2.44
Seychelles	\$4.74	\$5.69
Sierra Leone	\$0.26	\$0.31
Singapore	\$11.41	\$13.70
Sint Maarten	\$2.82	\$3.38

Table 1. (Continued)

Country	Hourly Wage If Health Benefits Are Provided (US\$)	Hourly Wage If Health Benefits Are Not Provided (US\$)
Slovakia	\$4.52	\$5.42
Slovenia	\$5.01	\$6.01
Solomon Islands	\$0.62	\$0.75
Somalia	\$0.11	\$0.13
South Africa	\$2.10	\$2.52
South Sudan	\$0.26	\$0.31
Spain	\$5.51	\$6.61
Sri Lanka	\$1.19	\$1.43
Sudan	\$0.48	\$0.57
Suriname	\$2.36	\$2.83
Swaziland	\$1.04	\$1.25
Sweden	\$7.48	\$8.98
Switzerland	\$10.02	\$12.03
Syria	\$0.93	\$1.12
Taiwan	\$7.24	\$8.69
Tajikistan	\$0.42	\$0.50
Tanzania	\$0.31	\$0.37
Thailand	\$1.81	\$2.17
Timor-Leste	\$3.91	\$4.70
Togo	\$0.20	\$0.24
Tokelau	\$0.18	\$0.22
Tonga	\$1.50	\$1.80
Trinidad and Tobago	\$3.71	\$4.46
Tunisia	\$1.81	\$2.17
Turkey	\$2.80	\$3.36
Turkmenistan	\$1.77	\$2.13
Turks and Caicos Islands	\$5.32	\$6.39
Tuvalu	\$0.64	\$0.77
Uganda	\$0.27	\$0.33
Ukraine	\$1.35	\$1.62
United Arab Emirates	\$5.47	\$6.56
United Kingdom	\$6.82	\$8.19
United States	\$9.66	\$11.59
Uruguay	\$3.04	\$3.64
Uzbekistan	\$0.70	\$0.83
Vanuatu	\$0.88	\$1.05
Venezuela	\$2.49	\$2.99
Vietnam	\$0.73	\$0.88
Virgin Islands	\$2.65	\$3.18
Wallis and Futuna	\$0.70	\$0.83
West Bank	\$0.53	\$0.64
Western Sahara	\$0.46	\$0.55
Yemen	\$0.46	\$0.55
Zambia	\$0.33	\$0.40
Zimbabwe	\$0.11	\$0.13