

Memorandum



CITY OF DALLAS

DATE August 14, 2025

TO Honorable Mayor and Members of the City Council

SUBJECT **Living Wage Annual Update**

The City of Dallas implemented a Living Wage Policy for general services contracts on November 10, 2015, through Resolution No. 15-2141. The policy requires an annual adjustment based on the Massachusetts Institute of Technology (MIT) [Living Wage Calculator](#), which reflects the cost of living for individuals in Dallas County. For FY26, the living wage for an individual in Dallas County is **\$23.06 per hour**, representing a \$1.01 increase over the FY25 rate of \$22.05, and a 110% increase since the policy's inception.

The Office of Procurement Services (OPS) updates the living wage rate annually on October 1 to align with the City's fiscal year. As inflation and the general cost of goods and services continue to rise, the MIT-calculated living wage has increased significantly in recent years.

All solicitations for general services contracts issued on or after October 1, 2025, will require contractors to pay no less than \$23.06 per hour to applicable workers. Contractors may choose to offer higher wages or increase wages over the term of the contract but must pay at least the living wage rate in effect at the time of the solicitation for the full contract term. General services include, but are not limited to: landscaping, janitorial, and administrative services.

Contracts solicited prior to October 1, 2025, will remain subject to the living wage rate in effect at the time the solicitation was issued. The historical living wage rates are listed below.

EFFECTIVE DATE	LIVING WAGE RATE	YEAR-OVER-YEAR INCREASE
October 1, 2017	\$10.94	-
October 1, 2018	\$11.15	+\$0.21 (1.9%)
October 1, 2019	\$11.71	+\$0.56 (4.8%)
October 1, 2020	\$12.38	+\$0.67 (5.7%)
October 1, 2021	\$15.21	+\$2.83 (22.9%)
October 1, 2022	\$17.82	+\$2.61 (17.2%)
October 1, 2023	\$18.24	+\$0.42 (2.4%)
October 1, 2024	\$22.05	+\$3.81 (20.9%)

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Construction Contracts

In accordance with Resolution No. 21-903 (effective October 1, 2021), the City requires that construction contracts adhere to the greater of the MIT Living Wage or the Davis-Bacon Prevailing Wage, including fringe benefits. This requirement applies to both public building construction and highway/heavy construction projects. Current Davis-Bacon rates are available on the U.S. Department of Labor [website](#).

Thank you for your continued support of the City's efforts to ensure fair wages for contract workers. For questions or additional information, please contact me or Juanita Ortiz, Director of the Office of Procurement Services at Juanita.ortiz@dallas.gov or 214-670-3874.

Service First, Now!



Jack Ireland
Chief Financial Officer

c: Kimberly Bizer Tolbert, City Manager
Tammy Palomino, City Attorney
Mark Swann, City Auditor
Billierae Johnson, City Secretary
Preston Robinson, Administrative Judge
Dominique Artis, Chief of Public Safety
Dev Rastogi, Assistant City Manager

M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager
Alina Ciocan, Assistant City Manager
Donzell Gipson, Assistant City Manager
Robin Bentley, Assistant City Manager
Ahmad Goree, Chief of Staff to the City Manager
Directors and Assistant Directors