The City of Bloomington (CoB) Living Wage Ordinance (LWO) applies to three groups of employers:

1) The CoB;

2) Companies that provide services to the CoB through contracts or subcontracts; or

3) Organizations that receive CoB subsidies or grants.

As an employer under categories 2 or 3, you may or may not be subject to the LWO. To find out, follow the applicable flow chart, below, or contact the City Legal Department.

Companies that Provide Services to the CoB through Contracts or Subcontracts (“Agreement”)

Is the Contract or Subcontract worth at least $10,000?

You are subject to the Living Wage Ordinance.

Yes.

Yes.

You are not subject to the Living Wage Ordinance.

No.

You are not subject to the Living Wage Ordinance.

No.

Are you a for-profit organization that employs 10 or more people, or a non-for profit that employs 15 or more people, as defined below?

“People” includes all full time, share time, temporary, and part time employees.

“People” does not include:

1. Those covered by common construction wage laws;
2. Someone less than 18 years old, hired as part of a school-to-work program or in seasonal or part-time work;
3. A student participating in a work-study program or as an intern;
4. A trainee participating for no more than 6 months in a training program;
5. Those employed as part of a governmentally funded vocational rehabilitation program;
6. Volunteers working without pay; or
7. Those exempted under section 14(c) of the Fair Labor Standards Act due to their disabilities.

Are the services rendered on the following list:

1. Ongoing food service;
2. Janitorial/custodial;
3. Security;
4. Parking lot management or attendance;
5. Waste management;
6. Auto repair or maintenance;
7. Landscaping
8. Utility or building maintenance;
9. Carpentry;
10. Clerical or office services;
11. Street maintenance or repair;
12. Sidewalk construction, maintenance, or repair;
13. Laundry services;
14. Pest control; or
15. Resident and day shelter services.

Yes.

No.

You are not subject to the Living Wage Ordinance.

Companies or Organizations that Receive CoB Subsidies or Grants

Is the subsidy or grant of at least $25,000 part of one of the following:

1. A tax abatement pursuant to Indiana Code 6-1.1-12.1;
2. A grant from the Business Investment Incentive Loan Fund;
3. An expenditure from the Industrial Development Fund (except those associated with the acquisition of right-of-way for and the design, financing, construction, and maintenance of publicly owned infrastructure serving a Community Revitalization Enhancement District (CRED) pursuant to Indiana Code 36-7-13);
4. A grant from the Community Development Community Development Block Grant Funds; or
5. A grant from the Jack Hopkins Social Services Funding Program.

You are subject to the Living Wage Ordinance.

Yes.

Yes.

You are not subject to the Living Wage Ordinance.

No.

Are you a for-profit organization that employs 10 or more people, or a non-for profit that employs 15 or more people, as defined below?

“People” includes all full time, share time, temporary, and part time employees.

“People” does not include:

1. Those covered by common construction wage laws;
2. Someone less than 18 years old, hired as part of a school-to-work program or in seasonal or part-time work;
3. A student participating in a work-study program or as an intern;
4. A trainee participating for no more than 6 months in a training program;
5. Those employed as part of a governmentally funded vocational rehabilitation program;
6. Volunteers working without pay; or
7. Those exempted under section 14(c) of the Fair Labor Standards Act due to their disabilities.

Is the Subsidy or Grant worth at least $25,000?

No.

You are not subject to the Living Wage Ordinance.

Yes.

No.

You are not subject to the Living Wage Ordinance.