

**Little Traverse Bay Bands of Odawa Indians  
Tribal Council, Legislative Branch  
7500 Odawa Circle  
Harbor Springs, Michigan 49740**

**MEMO**

**From:** Marcella Reyes, Tribal Council Treasurer  
**Date:** December 10, 2019  
**Re:** Living Wage for January 1, 2020

Per Tribal Resolution #102619-05 Promotion of a Living Wage, the calculations for the Living Wage are as follows:

According to Rentdata.org for 2019, Fair Market Rent for a two-bedroom apartment in Emmet County is \$817 per month and a three-bedroom apartment is \$1,070, creating an average rent of \$943.50.

Whereas based on the formula from the USDA and NAHASDA, monthly rate of \$943.50 for the average 2 to 3-bedroom rental housing, multiplied by twelve (12) months in a year, divided by thirty (30) percent, divided by standard hours of 2,080 per year ( $943.50 \times 12 / .30 / 2080$ ), sets the Living Wage for Emmet County at \$18.14 beginning January 1, 2020.

This memo shall be posted per Tribal Resolution #102619-05 Promotion of a Living Wage.