

OFFICIAL NOTICE

Santa Monica Minimum Wage

\$ **15.96** per hour

Rate Effective Dates: July 1, 2022-June 30, 2023

In accordance with the Santa Monica Minimum Wage Ordinance in Santa Monica Municipal Code Chapter 4.62, every employer shall pay to each employee (including temporary and part-time employees) who performs at least two hours of work in a particular work week within the geographic limits of the City of Santa Monica wages of not less than the amounts shown in this notice. The rate will be adjusted annually on July 1 according to the schedule below. Certain exemptions and deferrals are available.

| Employers with 26 or more employees | |
|-------------------------------------|---------------|
| 7/1/2016 | \$10.50 /hour |
| 7/1/2017 | \$12.00 /hour |
| 7/1/2018 | \$13.25 /hour |
| 7/1/2019 | \$14.25 /hour |
| 7/1/2020 | \$15.00 /hour |
| 7/1/2021 | \$15.00 /hour |
| 7/1/2022 | \$15.96 /hour |

| Employers with 25 or fewer employees | |
|--------------------------------------|----------------|
| 7/1/2016 | \$10.00 /hour* |
| 7/1/2017 | \$10.50 /hour |
| 7/1/2018 | \$12.00 /hour |
| 7/1/2019 | \$13.25 /hour |
| 7/1/2020 | \$14.25 /hour |
| 7/1/2021 | \$15.00 /hour |
| 7/1/2022 | \$15.96 /hour |

* CA State Minimum Wage

Under the Ordinance, employees who assert their rights to receive the City's minimum wage are protected from retaliation. Employees may file a civil lawsuit against their employers for any violation of the Ordinance. The City can investigate possible violations, and can enforce the minimum wage requirements. Violations of the minimum wage law include, but are not limited to:

FAILURE TO
PAY THE
SANTA MONICA
MINIMUM WAGE

FAILURE TO
COMPLY WITH NOTICE,
POSTING, AND
RECORDS REQUIREMENTS

RETALIATION

FOR MORE INFORMATION, PLEASE CONTACT THE CITY OF SANTA MONICA:

(310) 458-8281 • minimum.wage@santamonica.gov • santamonica.gov/minimum-wage



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Santa Monica's Minimum Wage

OFFICIAL NOTICE

Santa Monica Hotel Worker Living Wage

\$18.17 per
hour

Rate Effective Dates: July 1, 2022-June 30, 2023

Starting **July 1, 2017**, Hotel Employers in Santa Monica must pay to each Hotel Worker (including temporary and part-time employees) wages of not less than the amount shown in this notice. Starting **July 1, 2018**, the wage rate will increase annually by the Consumer Price Index (CPI) in accordance with Santa Monica Municipal Code Section 4.63.015.

The hotel living wage requirement, set forth in the Santa Monica Minimum Wage Ordinance, Municipal Code Chapter 4.63, applies to employees whose primary place of employment is at one or more hotels, and who are employed directly by the Hotel Employer or by a person who has contracted with the Hotel Employer to provide services at the hotel. Managerial, supervisory, or confidential employees are not included in the definition.

An employer that contracts, leases, or sublets premises connected to the hotel and operated in conjunction with the hotel, or that provides services at the hotel, must also pay the hotel living wage. The hotel living wage does not apply to hostels.

Under the Ordinance, employees who assert their rights to receive the Santa Monica hotel living wage are protected from retaliation. Employees may file a civil lawsuit against their employers for any violation of the Ordinance. The City can investigate possible violations, and can enforce the hotel living wage requirements. Available remedies include but are not limited to reinstatement of employees, payment of wages unlawfully withheld, and monetary penalties.

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