

Office of Labor Standards Enforcement


Minimum Wage Ordinance (MWO)

MWO News

The San Francisco minimum wage increases to \$13.00 on July 1, 2016

- On November 4, 2014, San Francisco voters passed Proposition J, raising the minimum wage to \$15.00 by 2018. The San Francisco minimum wage will increase according to the following schedule:

Effective Date
Minimum Wage Rate
5/1/2015
\$12.25
7/1/2016
\$13.00
7/1/2017
\$14.00
7/1/2018
\$15.00
July 1st Each Following Year

- **Required Minimum Wage Poster:** All covered employers must post the required  **2016 San Francisco Minimum Wage Poster** at each workplace or jobsite as of July 1, 2016. The Poster should be printed on 8.5x14"paper.
- A small number of "Government Supported Employees" are subject to a minimum wage rate of \$12.53 as of July 1, 2016. Only the following types of employees should be paid this rate:
 1. Employees under the age of 18 and employed as an after-school or summer Employee in a bona fide training or apprenticeship program in a position that is subsidized by the federal, state, or local government; or
 2. Employees over the age 55 and are employed by a Non-Profit Corporation that provides social welfare services as a core mission to individuals who are over the age of 55 and is in a position that is subsidized by federal, state, or local government. This category is subject to additional limitations. See [San Francisco Administrative Code Section 12R.3](#).

If you have questions about which employees are covered by this rate, please contact the Office of Labor Standards Enforcement at (415) 554-6292.

MWO Overview

- Frequently Asked Questions (FAQs) PDFs [English](#) [Chinese](#) [Spanish](#)
- Historical San Francisco Minimum Wage Rates:
 - May 1, 2015: \$12.25/hour
 - January 1, 2015: \$11.05/hour
 - 2014: \$10.74/hour
 - 2013: \$10.55/hour
 - 2012: \$10.24/hour
 - 2011: \$9.92/hour
 - 2010: \$9.79/hour
 - 2009: \$9.79/hour
 - 2008: \$9.36/hour
 - 2007: \$9.14/hour
 - 2006: \$8.82/hour
 - 2005: \$8.62/hour (\$7.75 for nonprofit & small business)
 - 2004: \$8.50/hour (nonprofit & small business exempt)

- For more information, call 415-554-6292 or email mwo@sfgov.org.
- As of July 1, 2016, Government Supported Employees are covered by to a different minimum wage rate than most employees in San Francisco. These are defined in [San Francisco Administrative Code Section 12R.3](#) as employees who are:
 1. under the age of 18 and are employed as an after-school or summer Employee in a bona fide training or apprenticeship program in a position that is subsidized by the federal, state, or local government; or
 2. over the age 55 and are employed by a Non-Profit Corporation that provides social welfare services as a core mission to individuals who are over the age of 55 and is in a position that is subsidized by federal, state, or local government. This category is subject to additional limitations.



Click Image to View or Print

Statutory Authority

- [Minimum Wage Ordinance, San Francisco Administrative Code, Chapter 12R](#)
- [Personal Services Minimum Contractual Rate Ordinance, Administrative Code Chapter 12V](#)


Filing a Complaint

To report a violation of the Minimum Wage Ordinance, please complete the Minimum Wage Ordinance Complaint Form and submit it to the Office of Labor Standards Enforcement.

You can email it to mwo@sfgov.org, fax it to (415) 554-6291, or bring it to the OLSE office at:

City Hall, Room 430
Dr. Carlton B. Goodlett Pl.
San Francisco, CA 94102

Forms & Documents

-  **Minimum Wage Ordinance Poster Effective July 1, 2016** Must be displayed at each workplace or jobsite. The Poster should be printed on 8.5x14"paper.
- [Minimum Wage Ordinance Poster Effective May 1, 2015 \(PDF\)](#)
- [Minimum Wage Ordinance Poster Effective January 1 - April 30, 2015\(PDF\)](#)
- OLSE Complaint Form (PDFs) [English](#) [Chinese](#) [Spanish](#)
- Know Your Right Under San Francisco Labor Laws Flier [English](#) [Chinese](#) [Spanish](#)
- The Office of Labor Standards Enforcement's [Annual Report on the Minimum Wage Ordinance for FY 2012-2013 \(PDF\)](#)

Hearing Officer Decisions

- [European Food Wholesale Inc., DBA Popkoff's Frozen Food - November 17, 2015](#)
- [All Day Homecare, Inc. - September 21, 2010](#)
- [Cell Pro - May 18, 2009](#)
- [Papa Potrero's Pizza - May 1, 2009](#)
- [Chinatown Restaurant - February 13, 2007](#)
- [Golden Dragon Restaurant - October 2, 2006](#)

Notice of Administrative Review Hearings

Related Web Links

- [Working Families Credit](#)
- [California Department of Industrial Relations](#)
- [U.S. Department of Labor](#)
- [Consumer Price Index FAQs](#)