


Office of the City Treasurer

Minimum Wage Program


(Updated July 26, 2016)

The City of San Diego's Earned Sick Leave and Minimum Wage Ordinance was  approved by voters (http://www.sdvote.com/content/dam/rov/en/proptext/0607_Prop_I.pdf) on June 7, 2016. This page will be updated as new information related to implementation and enforcement of the ordinance is available.

Effective Date:

The Earned Sick Leave and Minimum Wage Ordinance is effective as of July 11, 2016. All employers must pay to each employee who performs at least two (2) hours of work within the geographic boundaries of San Diego, wages not less than \$10.50 per hour and provide paid sick leave. The City of San Diego minimum wage will increase according to the following schedule:

Effective Date	Minimum Wage Rate
July 11, 2016	\$10.50
January 1, 2017	\$11.50
January 1, 2019 and each following year	Increase tied to Consumer Price Index (CPI)

The San Diego City Council is presently in the process of considering an  [Implementing Ordinance](http://www.sandiego.gov/sites/default/files/trs_sandiego_ordinance_o-2017-2_revised_7-11-16.pdf) (http://www.sandiego.gov/sites/default/files/trs_sandiego_ordinance_o-2017-2_revised_7-11-16.pdf) for the Earned Sick Leave and Minimum Wage Ordinance. The Implementing Ordinance will, among other things, designate an Enforcement Office and Enforcement Official, establish a system to receive and adjudicate complaints and to order relief to cases of violations, amend the remedy for violations, amend the accrual requirements for Earned Sick Leave, and clarify language to the existing City of San Diego's Earned Sick Leave and Minimum Wage Ordinance that became effective July 11, 2016.

The Council approved a second reading of the Implementing Ordinance on July 26, 2016. However, the Implementing Ordinance is not yet effective. If the Implementing Ordinance takes effect it will:

- Allow employers to cap an employee's total accrual of sick leave at 80 hours
- Allow employers to front load no less than 40 hours of sick leave to an employee at the beginning of each benefit year
- Clarify the enforcement process including a civil penalty cap for employers with no previous violations
- Clarify language regarding the award of sick leave to be more consistent with State law


Resources for Employers and Employees:

Employer must post the following notices where information is accessible by employees.

- Minimum Wage Notice -  [English](https://www.sandiego.gov/sites/default/files/trs_minwageordnotice.pdf)
[_Spanish](https://www.sandiego.gov/sites/default/files/trs_minwageordnotice.pdf)
[_Chinese](https://www.sandiego.gov/sites/default/files/trs_minwageordnoticespanish.pdf)
[_Vietnamese](https://www.sandiego.gov/sites/default/files/trs_minwageordnotice_chinese_final.pdf)
[_Tagalog](https://www.sandiego.gov/sites/default/files/trs_minwageordnotice_vietnamese_final.pdf)
[_Vietnamese](https://www.sandiego.gov/sites/default/files/trs_minwageordnotice_tagalog.pdf)
[_Tagalog](https://www.sandiego.gov/sites/default/files/trs_minwageordnotice_vietnamese.pdf)
- Earned Sick Leave Notice -  [English](https://www.sandiego.gov/sites/default/files/trs_earnedickleavennotice.pdf)
[_Spanish](https://www.sandiego.gov/sites/default/files/trs_earnedickleavennotice.pdf)
[_Chinese](https://www.sandiego.gov/sites/default/files/trs_earnedickleavennoticespanish.pdf)
[_Vietnamese](https://www.sandiego.gov/sites/default/files/trs_earnedickleavennotice20160714_chinese.pdf)
[_Tagalog](https://www.sandiego.gov/sites/default/files/trs_earnedickleavennotice20160714_vietnamese_final.pdf)
[_Chinese](https://www.sandiego.gov/sites/default/files/trs_earnedickleavennotice20160714_tagalog.pdf)
[_Vietnamese](https://www.sandiego.gov/sites/default/files/trs_earnedickleavennoticespanish.pdf)
- Employer Notice to Employee -  [English](https://www.sandiego.gov/sites/default/files/trs_employee_notification.pdf)

Note that once the Implementing Ordinance becomes effective, the Earned Sick Leave Notice and the Employer Notice to Employee will be modified.

Helpful information:

- Frequently Asked Questions ( [FAQs](https://www.sandiego.gov/sites/default/files/trs_final_faq_07262016.pdf))
- [City of San Diego geographical boundaries](http://www.arcgis.com/home/webmap/viewer.html?)

webmap=2caf87466f1e427e8151fd67c5af9551&extent=-118.1078,32.3242,-116.0795,33.3242).

- Councilmember Todd Gloria's Earned Sick Leave and Minimum Wage Ordinance Video
(<https://www.youtube.com/watch?v=ohBx5k-jYl8>).

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