



FOR IMMEDIATE RELEASE  
Friday, Dec. 29, 2023

# City of San Diego Hourly Minimum Wage Will Increase to \$16.85 Effective Jan. 1, 2024

## INCREASE APPLIES TO ALL EMPLOYEES WHO WORK WITHIN SAN DIEGO CITY LIMITS

SAN DIEGO – Many San Diegans will see an increase in their pay when the City’s minimum wage goes up in the new year. Effective Jan. 1, 2024, employees who perform at least two hours of work in one or more calendar weeks of the year, within the geographic boundaries of the City of San Diego, will receive a minimum wage increase from \$16.30 to \$16.85 an hour. The change is in accordance with the City’s Earned Sick Leave and Minimum Wage Ordinance, approved in 2016.

**“With the cost of living rising, this increase could not come at a more needed time for workers and working families,” said Mayor Todd Gloria. “This increase means a better ability to make ends meet, put food on the table and spend in our local businesses.”**

Since 2019, the minimum wage in the city has gone up annually by an amount corresponding to the prior year’s increase, if any, in the cost of living as determined by the [Consumer Price Index](#). The ordinance is applicable to all industries and businesses and there are no exceptions. Tips and gratuities do not count toward payment of minimum wage.

Updated notices for posting at the workplace are available on the City’s Minimum Wage Program [webpage](#). Every employer must post these notices in a conspicuous place at any workplace or job site.

Employees will continue to earn sick leave, either by the accrual or “front load” method, in accordance with the ordinance.

Employees may use earned sick leave for all the reasons described in the ordinance, which includes, but is not limited to, time for their own medical care or for the medical care of a family member. Employers may limit an employee’s use of earned sick leave to forty hours in a benefit year.

Contact the City’s Minimum Wage Program at [SDMinWage@sandiego.gov](mailto:SDMinWage@sandiego.gov) or 619-615-1565 for any questions or to file a complaint.

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