

OFFICIAL NOTICE

Under the City of San Diego's Traffic Control Worker Minimum Wage Ordinance ([San Diego Municipal Code, Chapter 3, Article 10, Division 1](#)), any employee performing traffic control work required by a City-issued traffic control permit (SDMC section 129.0742) must be paid no less than the wage rate in effect at the time the permit is issued. The applicable wage rate, including any predetermined increase, is determined as of the date the City issues a traffic control permit and remains in effect for the duration of the permit.

Covered Work:

Includes setting up traffic control systems, stopping, slowing, or directing traffic, guiding, and monitoring vehicle movement, and restoring the roadway after work is complete.

Notice Requirement:

Employers must post at each job site or provide written notice to all affected employees detailing the applicable wage rates, including effective dates and any predetermined increases.

Current Required Wage Rates:

Effective July 1, 2025 – August 31, 2025

Basic Hourly Rate (Straight-time)	\$45.54
Employer Payments (Benefits)	\$27.77
Total Hourly Rate	\$73.31
Overtime/Saturday Rate	\$96.08
Sunday/Holiday Rate	\$118.85

Includes predetermined increase effective July 1, 2025.

Predetermined Increase:

Effective July 1, 2025, the total wage increase will be \$3.63, consisting of a \$2.83 increase to the Basic Hourly Rate and an \$0.80 to Employer Payments. No further wage adjustments will apply to permits issued during this timeframe.

Anti-Retaliation Protections:

It is unlawful for an employer to retaliate against any employee for reporting suspected violations of the Ordinance, cooperating investigations, or informing others about their rights under the Ordinance. Complaints may be filed with the Office of Labor Standards and Enforcement (OLSE) Minimum Wage Program.

Need Help or Have Questions?

Contact the City of San Diego Office of Labor Standards and Enforcement

- Email: SDMinWage@sandiego.gov
- Phone: (619) 235-5912
- Visit: sandiego.gov/compliance/labor-standards-enforcement