

# Hospitality Minimum Wage Ordinance Notice to Employees

This workplace is subject to the City of San Diego Hospitality Minimum Wage Ordinance (San Diego Municipal Code Chapter 3, Article 12, Division 1). The Ordinance establishes a minimum wage for certain employees of hospitality employers in the City of San Diego and provides protections for those employees.

## Who Is Covered?

**You may be covered by this law if you:**

- Perform at least two hours of work within the City of San Diego in one or more calendar weeks, and
- Work for a hospitality employer operating at:
  - A hotel with 150 or more guest rooms.
  - An event center, including Petco Park, Pechanga Arena San Diego, the San Diego Convention Center, or Civic Theatre.
  - An amusement park located on at least 75 contiguous acres and operated pursuant to an agreement with the City.

Hospitality employers also include contractors, vendors, tenants and service providers operating on the grounds of these locations for 30 days or more in a calendar year.

## Minimum Wage Requirements

Hospitality employers must pay employees no less than the required minimum wage for all hours worked within the City of San Diego.

Effective Date	Hotels & Amusement Parks	Event Centers
July 1, 2026	\$19.00 per hour	\$21.06 per hour
July 1, 2027	\$20.50 per hour	\$22.00 per hour
July 1, 2028	\$22.00 per hour	\$23.00 per hour
July 1, 2029	\$23.50 per hour	\$24.00 per hour
July 1, 2030	\$25.00 per hour	\$25.00 per hour

**Beginning July 1, 2031, the minimum wage will increase each year based on the Consumer Price Index (CPI).** The City will announce the adjusted minimum wage by April 1 each year. If federal, state, or City minimum wage laws require a higher wage, employers must pay the highest applicable minimum wage.

## Your Rights

**Employees covered by this law have the right to:**

- Receive the required minimum wage for all hours worked.
- Receive overtime wages calculated using the applicable minimum wage.
- Receive accurate records of hours worked and wages paid.
- File a complaint or bring a civil action if the law is violated.

## Retaliation is Prohibited

**Hospitality employers may not retaliate against employees for exercising their rights under the Ordinance.** Retaliation includes threats, intimidation, harassment, discipline, discharge, demotion, suspension, reduction in hours or any other adverse employment action against an employee for:

- Requesting payment of the minimum wage.
- Filing a complaint.
- Participating in an investigation or legal action.
- Informing others of their rights under this law.
- Taking lawful action to enforce this Ordinance.



## Enforcement

*This Ordinance is enforced by the:*

**City of San Diego  
Office of Labor Standards and Enforcement**

Employees may file a complaint with the City or bring a civil action in a court of competent jurisdiction.

Email: [SDMinWage@sandiego.gov](mailto:SDMinWage@sandiego.gov)

Phone: 619-235-5912