

**HOSPITALITY MINIMUM WAGE
ORDINANCE**

EMPLOYEE ACKNOWLEDGEMENT

POLICY: Hospitality employers must provide written notice to each employee on the Ordinance’s effective date, and to all new employees at the time of hire.

INSTRUCTIONS FOR HOSPITALITY EMPLOYERS: A copy of the Notice to Employees handout shall be provided to each employee and an Employee Receipt Acknowledgement form completed. The completed acknowledgement shall be retained by the Hospitality employer and be available for review upon request by the City.

Hospitality Employer Name: _____ **Telephone Number:** _____
Address: _____

You are an employee receiving this notice as your employer is considered a Hospitality Employer in the City of San Diego. This workplace is subject to the Hospitality Minimum Wage Ordinance [HMWO].

THESE ARE YOUR RIGHTS

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.

Retaliation

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.

Employee’s Signature acknowledges receipt of Notice to Employees Handout:

EMPLOYEE NAME (LAST, FIRST):	
ADDRESS:	
PHONE NUMBER:	
EMAIL ADDRESS:	
EMPLOYEE’S SIGNATURE:	
DATE:	

This form must be retained by employer.