



LIVING WAGE NOTICE TO EMPLOYEES

This employer is a contractor with the City of San Diego. This contract is subject to the Living Wage Ordinance (SDMC §22.4210). If you are a full-time or part-time employee and perform any service to the City under this contract, you must be paid a “Living Wage” for the hours you work on this contract.

If you believe your rights have been violated, you should immediately contact the following:

City of San Diego
Office of Labor Standards
and Enforcement
(619) 236-6084
ContactLWO@sandiego.gov

For a complete copy of the Living Wage Ordinance or additional information, please visit:
[Living Wage Program](#)

Living Wage Minimum Hourly Pay

Your employer shall pay you a Living Wage for services provided to the City of no less than the hourly rates and effective dates as follows:

Effective Dates | July 1, 2026 – June 30, 2027

WORK PERFORMED WITHIN THE GEOGRAPHIC BOUNDARIES OF THE CITY OF SAN DIEGO:

Full Cash Wage
\$21.95 per hour

Cash Wage+ Health Benefits
\$18.43 + \$3.52 per hour in health benefits

WORK PERFORMED OUTSIDE THE GEOGRAPHIC BOUNDARIES OF THE CITY OF SAN DIEGO:

Full Cash Wage
\$21.70 per hour

Cash Wage+ Health Benefits
\$18.18 + \$3.52 per hour in health benefits

These are your Rights:

Minimum Hours Off Per Year

Your employer shall provide 80 paid leave hours for illness, vacation, or personal need and 80 unpaid leave hours for personal or family illness. Part-time employees shall accrue paid leave hours at a rate proportional to full-time employees.

Retaliation

You cannot be transferred, demoted, or terminated because you reported violations of the Living Wage Ordinance. All acts of retaliation can be reported by calling or emailing the City of San Diego’s Office of Labor Standards and Enforcement.

Worker Retention

If the City of San Diego terminates its contract with your current employer before the contract’s expiration date and enters into a new contract with another contractor for the same service, you may be eligible to continue working as an employee of the new contractor for a period.

Federal Earned Income Tax

You may be eligible to apply for the Federal Earned Income Tax Credit and receive an annual monetary amount established by the IRS if you qualify. Application forms are available from your employer or by contacting the Internal Revenue Service at (800) 829-1040.

