

Hospitality Minimum Wage Ordinance

Employer Fact Sheet

Effective July 1, 2026, employees working in covered hotels, event centers, and amusement parks within the geographic boundaries of the City of San Diego are entitled to a higher local minimum wage in accordance with the Hospitality Minimum Wage Ordinance.

Who Is a Covered Hospitality Employer?

You are considered a hospitality employer if you own, operate, or manage:

- A hotel with 150 or more guest rooms, located within San Diego.
- A covered event center: Petco Park, Pechanga Arena, San Diego Convention Center, or Civic Theatre.
- A covered amusement park: at least 75 contiguous acres, operated under a City agreement, with permanent amusement rides.
- Any contracted/leased/sublet business or service (housekeeping, janitorial, security, food service, retail, valet, etc.) operating on the grounds of those properties for 30 or more days in a calendar year.

Minimum Wage Requirements

- **Hotels & Amusement Parks:** \$19.00/hour
- **Event Centers:** \$21.06/hour
- **Increase in Rates:**

Effective Date	Hotels & Amusement Parks	Event Centers
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

*Increase based on CPI beginning July 1, 2031

Notice Requirements

- Post the City-issued Hospitality Minimum Wage Ordinance Official Notice visibly at every workplace/job site.
- Provide written notice to all current employees and all new hires explaining employer information and employee rights.
- Provide notices in English and any language spoken by 5% or more of employees, if the City provides translated versions.

Recordkeeping Requirements

- Maintain accurate written or electronic records of hours worked and wages paid for at least 3 years.
- Provide records to employees as required by California law.
- Records must be accessible to the City Enforcement Office during investigations. A failure to maintain records creates a rebuttable presumption of violation.

Retaliation Prohibited

Employers may not retaliate against employees who:

- Request the payment of the minimum wage.
- File complaints or participate in investigations.
- Inform others of rights under the Ordinance.

Any adverse action within 90 days of protected activity is presumed to be retaliation.

Penalties for Non-Compliance

- Minimum wage violations: \$500–\$1,000 per violation, per day.
- Retaliation violations: \$1,000–\$3,000 per violation.
- Notice/posting violations: \$500 per failure, up to \$2,000 total.
- Failure to provide records or cooperate: \$1,000 per instance.
- Penalties increase 50% for repeat violations within 3 years.
- Civil remedies may include back pay, double liquidated damages, reinstatement, attorney fees.

Collective Bargaining Agreements

The minimum wage may be waived only if a collective bargaining agreement clearly and unambiguously states the waiver. Employers must provide the agreement upon request.

Other Wage Laws

If federal, state, or other local wage laws provide a higher minimum wage, the employer must pay the higher rate.

**Enforcement**

This Ordinance is enforced by the:

City of San Diego

Office of Labor Standards and Enforcement

Email: SDMinWage@sandiego.gov

Phone: 619-235-5912