



News from
Councilmember Todd Gloria

District Three

NEWS RELEASE

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Minimum Wage Implementing Ordinance Forwarded to City Council
Budget Committee Approves Recommendation to Establish Enforcement Office

SAN DIEGO (June 22, 2016) – The City of San Diego’s Budget and Government Efficiency Committee took unanimous action today to forward an implementing ordinance for the City’s earned sick leave and minimum wage ordinance to the full City Council. The City Council approved \$400,000 for administration and enforcement of the law when they approved the Fiscal Year 2017 Budget.

“San Diego voters approved a higher wage for our City’s working families and now it is our duty to implement it,” said Councilmember Gloria. **“I look forward to working with our Mayor and City Attorney to enact policies that ensure workers are paid the wages they deserve and have access to critical sick days.”**

Councilmember Todd Gloria, who chairs the committee, moved the recommendation for the policy, which will establish an enforcement office to receive and adjudicate complaints, provide noticing standards for employers, and set penalties for non-compliant businesses.

Items approved for the implementing ordinance include:

- Establishing the enforcement office in the appropriate City department;
- Establishing a system to receive complaints in writing, online and by telephone in multiple languages, as well as a system to adjudicate complaints and order relief in cases of violations;
- Developing clear noticing policies in multiple languages so that workers will be made well aware of their rights and will be more likely to report non-compliant employers;
- Requiring the enforcement office report annually to the City Council to summarize activity, report on quantitative performance metrics, and recommend areas for improvement in the administration and enforcement of this policy;
- Establishing strong anti-retaliation measures with civil penalties and fines payable to the employee;
- Clarifying language regarding the award of sick leave to be more consistent with State law.

“I was pleased to hear the support of many small business owners eager to comply with the City’s new regulations and my office will work to ensure a robust outreach effort is conducted when the law takes effect,” said Councilmember Gloria. **“The City Council is taking steps to incorporate valuable feedback from our employers and business community, like offering the ability to offer sick days up front rather than requiring them to be accrued, to ensure our implementation strategy is successful for all stakeholders.”**

The implementing ordinance will be drafted by the City Attorney per direction given by the committee and is expected to be heard by the full City Council on July 11, the same date the City's minimum wage increase will go into effect. On the law's effective date, San Diego's minimum wage will increase to \$10.50 per hour and all workers will have access to five earned sick days. On January 1, 2017 the wage will increase to \$11.50 per hour.

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