

**LIVING WAGE ORDINANCE**  
**LIVING WAGE RATES**  
 REQUIRED BY SAN DIEGO MUNICIPAL CODE §22.4220(b)

EFFECTIVE DATES	INCREASE*	CASH WAGE + HEALTH BENEFITS	FULL CASH WAGE
<b>July 1, 2018 – June 30, 2019</b>	<b>3.05%</b>	<b>\$12.83 + \$2.58 per hour in Health Benefits</b>	<b>\$15.41 per hour</b>
July 1, 2017 – June 30, 2018	2.00%	\$12.45 + \$2.50 per hour in Health Benefits	\$14.95 per hour
July 1, 2016 – June 30, 2017	1.60%	\$12.21 + \$2.45 per hour in Health Benefits	\$14.66 per hour
July 1, 2015 – June 30, 2016	1.85%	\$12.02 + \$2.41 per hour in Health Benefits	\$14.43 per hour
July 1, 2014 – June 30, 2015	1.30%	\$11.80 + \$2.37 per hour in Health Benefits	\$14.17 per hour
July 1, 2013 – June 30, 2014	1.60%	\$11.65 + \$2.34 per hour in Health Benefits	\$13.99 per hour
July 1, 2012 – June 30, 2013	3.00%	\$11.47 + \$2.30 per hour in Health Benefits	\$13.77 per hour
July 1, 2011 – June 30, 2012	1.30%	\$11.14 + \$2.23 per hour in Health Benefits	\$13.37 per hour
July 1, 2010 – June 30, 2011	0.00%	\$11.00 + \$2.20 per hour in Health Benefits	\$13.20 per hour
July 1, 2009 – June 30, 2010	3.90%	\$11.00 + \$2.20 per hour in Health Benefits	\$13.20 per hour
July 1, 2008 – June 30, 2009	2.30%	\$10.58 + \$2.12 per hour in Health Benefits	\$12.70 per hour
July 1, 2007 – June 30, 2008	3.40%	\$10.34 + \$2.07 per hour in Health Benefits	\$12.41 per hour
July 1, 2006 – June 30, 2007	N/A	\$10.00 + \$2.00 per hour in Health Benefits	\$12.00 per hour

\* Living Wage rate increase is in accordance with San Diego Municipal Code section 22.4220(b): The hourly wage rates will be upwardly adjusted each July 1 to reflect the change in the Consumer Price Index for All Urban Consumers for the San Diego – Carlsbad – San Marcos Metropolitan Statistical Area for the twelve-month period preceding December 31. The *health benefits rate* will be consistent with the *Affordable Care Act* and any other applicable federal and state law provisions. Prior to April 1 of each year, the City will calculate the new rates and provide notice to all *covered employers* by posting on the City’s web site the rates in effect for the next fiscal year.

Full text of the Living Wage Ordinance, Living Wage Contractor Guide, and all relevant forms and notices, are posted on the City’s Living Wage Ordinance [website \(http://www.sandiego.gov/purchasing/programs/livingwage/\)](http://www.sandiego.gov/purchasing/programs/livingwage/).

For any questions regarding Living Wage or your obligations as a covered employer, please contact the City of San Diego’s Equal Opportunity Contracting Program via email at [ContactLWO@sandiego.gov](mailto:ContactLWO@sandiego.gov) or via phone at (619)236-6000.