

Living Wage Rates

REQUIRED BY SAN DIEGO MUNICIPAL CODE §22.4220(b)

Service, facility, and financial assistance agreements subject to the City of San Diego's Living Wage Ordinance (LWO) require covered employers to pay covered employees the required living wage rate for all hours worked:

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

EFFECTIVE DATES	INCREASE*	CASH WAGE + HEALTH BENEFITS	FULL CASH WAGE
July 1, 2022 - June 30, 2023	5.2%	\$15.00 + \$2.91 per hour in Health Benefits	\$17.91 per hour

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

EFFECTIVE DATES	INCREASE	CASH WAGE + HEALTH BENEFITS	FULL CASH WAGE
July 1, 2022 - June 30, 2023	5.2%	\$14.49 + \$2.91 per hour in Health Benefits	\$17.40 per hour

*Covered employers are required to comply with all applicable local laws, including the City of San Diego's Minimum Wage & Earned Sick Leave Ordinance.

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 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/livingwage/>).

For any questions regarding Living Wage or your obligations as a covered employer, please contact:

Living Wage Program
Office of Labor Standards Enforcement
Email: ContactLWO@sandiego.gov
Phone: (619)236-6072