

# EMPLOYER

## guide to complying with the Santa Monica Minimum Wage Law

The City of Santa Monica is committed to providing the resources needed for businesses to understand Santa Monica Minimum Wage Law requirements.

- The City's website provides downloadable legal notices, answers to frequently asked questions, and other resources for businesses. ([smgov.net/minimumwage](http://smgov.net/minimumwage))

The City has partnered with Los Angeles County's Department of Consumer and Business Affairs (DCBA) to enforce Santa Monica's minimum wage law. LA County's wage enforcement unit will process claims and perform investigations, and will work closely with the Santa Monica City Attorney's Office to enforce Santa Monica's minimum wage law.

More information available at [smgov.net/minimumwage/education-enforcement](http://smgov.net/minimumwage/education-enforcement).



HONEST WORK. FAIR PAY.  
Santa Monica's Minimum Wage

310.458.8281

[minimum.wage@smgov.net](mailto:minimum.wage@smgov.net)

[www.smgov.net/minimumwage](http://www.smgov.net/minimumwage)

# Inquiries and Complaints

## What happens if my business or nonprofit is contacted by a LA County Department of Consumer and Business Affairs (DCBA) investigator?

DCBA will work with you to resolve questions or violations of Santa Monica's wage law (including Sick Leave, Hotel Living Wage, Service Charge, and First-Time Worker provisions) in a timely, fair, and effective manner.

If DCBA receives an inquiry or complaint about your business, they will review your payroll records and interview your employees. DCBA may issue citations for any violations found. DCBA will discuss their findings and allow you to respond, either to correct violations or contest the findings. In egregious cases, DCBA may refer cases to the Santa Monica City Attorney's office for prosecution.

It is against the law for employers to retaliate against employees who:

- Request to be paid the Santa Monica minimum wage, the hotel living wage, or to be given sick leave in accordance with the Santa Monica Minimum Wage Law.
- File complaints or make inquiries about any of these provisions under the law.
- Inform others about their rights under the law, or of potential violations.

Employers can contact DCBA or City staff at any time with questions regarding enforcement.



### **LA COUNTY DCBA**

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Los Angeles, 90012

800.593.8222

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[www.dcba.lacounty.gov](http://www.dcba.lacounty.gov)