

\$15 by 2020

Santa Monica's minimum wage goes up each July 1.

For rates & other information visit smgov.net/minimumwage

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





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Each July 1, the City of Santa Monica's minimum wage will increase for all businesses, reaching **\$15 per hour** in 2020.

MINIMUM WAGE RATES			
(AS OF JULY 1 EACH YEAR)			
Year	Businesses with 26 or more employees	Businesses with 25 or fewer employees	All Hotels
2016	\$10.50	\$10.00 <small>(CA State Minimum Wage)</small>	\$13.25
2017	\$12.00	\$10.50	\$15.66
2018	\$13.25	\$12.00	\$16.10
2019	\$14.25	\$13.25	\$16.63
2020	\$15.00	\$14.25	\$17.13
2021	\$15.00	\$15.00	Aligned to City of LA Hotel Wage; increases annually by CPI

SICK LEAVE PROVISIONS	
Businesses with 26 or more employees	Businesses with 25 or fewer employees
72 hours	40 hours

Notes: Employees accrue one hour for every 30 hours worked.
Employers can provide leave up front, and employer plans can be more generous.

- The Minimum Wage Ordinance includes paid sick leave, service charge, first-time worker, and enforcement provisions.
- Different phasing and rates also apply for qualifying nonprofits and hotel-related businesses.

For details on the minimum wage and all other provisions, visit smgov.net/minimumwage.