

# Minimum Wage in Santa Monica

## EVENT

Santa Monica's Council passed an ordinance increasing the minimum wage for all Santa Monica workers starting **July 1, 2016**.

Major provisions match the City and County of Los Angeles for regional coordination:

- Phased increase to reach **\$15 in 2020** for most businesses
- One-year delay (\$15 by 2021) for businesses with 25 or fewer employees
- One-year delay (\$15 by 2021) for qualifying nonprofit organizations

The ordinance includes a higher wage for Santa Monica hotel workers, matching the City of Los Angeles in 2017, and going beyond Los Angeles in applying to hotels of all sizes.

- \$13.25 July 1, 2016; **\$15.37 July 1, 2017**

The ordinance includes terms specific to the Santa Monica context reflecting Council's and the community's value for worker protections and for preserving Santa Monica's unique identity.

- Provision for sick leave to protect employees and families (9 days large businesses; 5 days smaller businesses)
- Service charge regulation to protect worker income and ensure consumer transparency
- First time worker / seasonal exemption to protect first time employment
- Best practice enforcement provisions including retaliation protection, private right of action
- Focus on education and outreach through community based organization partnerships
- Exception for collective bargaining

A business-labor working group will recommend technical adjustments to the adopted ordinance as a continuing commitment to a collaborative process.

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## PROCESS

The ordinance was the outcome of nearly eight months of research and community engagement. This featured:

- Expert input from UC Berkeley's Labor Center
- Strong and active participation from businesses, workers, advocacy groups, and community members
- Preliminary report to Council, stakeholders and the public on results of outreach process and staff recommendations