

PASADENA'S MINIMUM WAGE

Fact Sheet

GENERAL INFORMATION

On March 14, 2016, the Pasadena City Council adopted the City's Minimum Wage Ordinance and on July 1, 2016, the Pasadena Minimum Wage was increased to \$10.50 per hour, followed by an increase to \$12.00 per hour on July 1, 2017, and a third increase to \$13.25 per hour becoming effective on July 1, 2018. Smaller businesses (25 or fewer employees) and qualifying non-profits have an additional year to comply with the law.

Effective Date	For employers with 26 or more employees	For employers with 25 or fewer employees
July 1, 2016	\$10.50	\$10.00
July 1, 2017	\$12.00	\$10.50
July 1, 2018	\$13.25	\$12.00

ADDITIONAL MINIMUM WAGE INCREASES

In February 2019, the City Council will review a report summarizing the economic impact of the citywide minimum wage on reducing poverty, unemployment, job creation, and the overall business climate. At that time the City Manager will request direction from the City Council regarding an amendment to increasing the citywide minimum wage according to the following schedule: (1) July 1, 2019: \$14.25 per hour and, (2) July 1, 2020: \$15.00 per hour. Beginning July 1, 2022 and each July 1 thereafter the hourly wage shall be adjusted by an amount equal to the change in the Los Angeles-Riverside-Orange County consumer price index for Urban Wage Earners and Clerical Workers.

DEFERRALS FOR NON-PROFIT, TRANSITIONAL OR CHILD CARE PROVIDERS

Non-profit organizations that meet any one of the following conditions can apply for a waiver to defer the minimum wage implementation by one year. All non-profits with 25 or fewer employees will qualify for the small business deferral, and do not need to apply for a one-year deferral.

DEFERRAL CRITERIA

- The chief executive officer (or the highest paid employee) makes less than five times the hourly wage of the lowest paid employee, or
- The non-profit corporation is a Transitional Employer, or
- The non-profit corporation serves as a child care provider, or
- The non-profit corporation is funded primarily by City, county, state or federal grants or reimbursements.

EMPLOYER RESPONSIBILITIES

- Every employer must post in a clearly visible place at any workplace or job site where any employee works, the notice published each year by the City informing employees of the current minimum wage rate and of their rights under the ordinance.
- Every employer shall give written notification to each current employee and to each new employee at the time of hire of employee's rights under the ordinance and the employee's possible right to the federal Earned Income Credit (EIC).
- Every employer must provide each employee at the time of hire, the employer's name, address and telephone number in writing.

EMPLOYEE RIGHTS

- Right to be provided with the employer's name, address, and telephone number in writing at the time of hire.
- Right to file a complaint or inform any person about any party's alleged noncompliance with the ordinance.
- Right to inform any person of his or her potential rights under the ordinance and to assist him or her in asserting such rights.
- Right against retaliation when the employee mistakenly, but in good faith, alleges noncompliance with the ordinance.

DEFINITIONS

"Employee" means any individual who: 1. In a particular week performs at least two hours of work within the geographic boundaries of the city for an employer; and 2. Qualifies as an employee entitled to payment of a minimum wage from any employer under the California minimum wage law, as provided under Section 1197 of the California Labor Code and wage orders published by the California Industrial Welfare Commission.

"Employer" means any person, as defined in Section 18 of the California Labor Code, including a corporate officer or executive, who directly or indirectly or through an agent or any other person, including through the services of a temporary service or staffing agency or similar entity, employs or exercises control over the wages, hours or working conditions of any other person.

FILING A MINIMUM WAGE COMPLAINTS

A complaint can be filed online at www.cityofpasadena.net/Planning/MinimumWageComplaintForm/. You may also file a complaint in person with Code Compliance Manager Jon Pollard in the City's Planning and Community Development Department located at 175 N. Garfield Avenue, or by telephone at (626) 744-6831, or by filing a complaint with the City's outreach, education and training partner; the National Day Laborer Organizing Network and speaking with Julia Aragon at (626) 676-8448. You may also obtain information from City staff at



For details on minimum wage visit
www.cityofpasadena.net/MinimumWage

Jackie Robinson Community Center or Villa Parke Community Center. The City has the authority to inspect workplaces, interview witnesses, and request copies of important documents. The ordinance also provides employees the right to file a civil action in court against the employer

OBTAINING ADDITIONAL INFORMATION

Additional information is posted on the City of Pasadena website at www.cityofpasadena.net/MinimumWage. You can also contact Code Compliance Manager Jon Pollard by telephone at (626) 744-6831 or by e-mail at jpollard@cityofpasadena.net.



For details on minimum wage visit
www.cityofpasadena.net/MinimumWage