

CITY OF SANTA MONICA MINIMUM WAGE RATES

The City of Santa Monica sets three minimum wage rates: (1) the **Living Wage**, applying to city contracts of \$54,200 or greater (set by Council in 2004 and increasing annually by CPI); (2) the **Minimum Wage**, applying to most businesses and reaching \$15 per hour for all non-hotel businesses by 2021; and (3) the **Hotel Worker Living Wage**, applying to all Santa Monica hotel workers, and linked to the City of Los Angeles Citywide Hotel Worker Living Wage. Starting July 1, 2018 the Living Wage and Hotel Worker Living Wage will be the same rate. The City plans to review all wage rates in 2021 following the minimum wage rate’s reaching its target \$15 per hour.

The table below provides more information about each wage, and references in the law.

City of Santa Monica Wage Rates

Title	Who is eligible	Increase Schedule/ Links to Other Wage Rates	Rates & More Information	Municipal Code Reference
Living Wage	Employees of businesses that contract with the City in an amount greater than \$54,200. The rate applies for time working on projects for the City of Santa Monica.	Increases annually by CPI Starting July 1, 2018, linked to the Santa Monica Hotel Worker Living Wage	Santa Monica Finance Department website (Doing Business/ with the City/ Forms & Standard Agreements)	SMMC Chapter 4.65
Minimum Wage	Any person who works at least two hours in a week within the City of Santa Monica for an Employer, and qualifies as an employee entitled to payment of a minimum wage from any Employer under the California Labor Code and wage orders published by the California Industrial Welfare Commission.	Increases according to the Council-adopted schedule until reaching \$15 per hour for all businesses starting July 1, 2021. Thereafter, increases annually by CPI.	smgov.net/minimumwage	SMMC Chapter 4.62
Hotel Worker Living Wage	Any individual whose primary place of employment is at one or more Hotels and who is employed directly by the Hotel Employer, or by a person who has contracted with the Hotel Employer to provide services at the Hotel. “Hotel Worker” does not include a managerial, supervisory or confidential employee.	Starting July 1, 2017, is linked to the City of Los Angeles Citywide Hotel Worker Living Wage. Increases annually by CPI.	smgov.net/minimumwage	SMMC Chapter 4.63

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