

# 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. On February 11, 2019, the Pasadena City Council continued a course of raising the City's minimum wage to \$15.00 per hour by July 1, 2020. The minimum wage increased to \$14.25 per hour on July 1, 2019, and \$15.00 per hour on July 1, 2020. Smaller businesses (25 or fewer employees) and qualifying non-profits have an additional year to comply with the law.

Employers must pay their employees no less than the following hourly rates on the effective dates.

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
July 1, 2019	\$14.25	\$13.25
July 1, 2020	\$15.00	\$14.25
July 1, 2021	\$15.00	\$15.00
July 1, 2022 and each following year	CPI Increase	CPI Increase

### ADDITIONAL MINIMUM WAGE INCREASES

Beginning July 1, 2022, and each July 1 thereafter the hourly wage shall be adjusted by an amount equal to the change in the Bureau of Labor Statistics Consumer Price Index for all Urban Consumers (all items) for the Los Angeles / Long Beach / Riverside Consolidated Metropolitan Statistical Area.

### 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.
- Every employer must maintain accurate and complete payroll records for each employer for a period of three years.
- Every employer must pay employees the minimum wage rate required by City ordinance for work performed in the city of Pasadena.

## 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.

## WHO QUALIFIES FOR THE MINIMUM WAGE?

Anyone who works at least two hours in a one-week period within the city of Pasadena is entitled to the Pasadena minimum wage for the hours worked in the city of Pasadena. The employee's employment status, where they live, or where the business is headquartered does not determine the minimum wage that applies.



For details on minimum wage visit  
[ww5.cityofpasadena.net/planning/minimum-wage-ordinance/](http://ww5.cityofpasadena.net/planning/minimum-wage-ordinance/)

## HOW DO I KNOW IF WORK WAS DONE IN THE CITY OF PASADENA

To determine if a place of employment is located in the city of Pasadena you can lookup Pasadena addresses at

<http://pasgis.maps.arcgis.com/apps/InformationLookup/index.html?appid=776e95bd9a884b50a39c7a3e484781e8>

## FILING A MINIMUM WAGE COMPLAINT

A complaint may be filed online at <https://www.cityofpasadena.net/planning/code-compliance/minimum-wage-ordinance/#minimum-wage-complaints> . You may also file a complaint in person with Code Compliance Manager Jon Pollard in the City's Planning & 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.

## OBTAINING ADDITIONAL INFORMATION

For additional information, you may contact Code Compliance Manager Jon Pollard by telephone at (626) 744-6831 or by e-mail at [jpollard@cityofpasadena.net](mailto:jpollard@cityofpasadena.net).



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