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City of Sonoma OFFICIAL NOTICE

SONOMA MINIMUM WAGE RATE

\$13.50 per hour
Large Employers

\$12.50 per hour
Small Employers

Effective Date: January 1, 2020

In accordance with the Sonoma Minimum Wage Ordinance in Sonoma Municipal Code (SMC) Chapter 2.80, every employer shall pay to each employee who performs at least two hours of work in a particular workweek within the geographic limits of the City of Sonoma wages of not less than the amounts shown in this notice.

The rate will be adjusted annually on January 1 according to the schedule below.

Certain exemptions are available as specified in SMC Chapter 2.80.

Minimum Wage for Large Employers (26 or more Employees)	
January 1, 2020	\$13.50
January 1, 2021	\$15.00
January 1, 2022	\$16.00
January 1, 2023	\$17.00
January 1, 2024	CPI (max 3.5%)

Minimum Wage for Small Employers (25 or fewer Employees)	
January 1, 2020	\$12.50
January 1, 2021	\$14.00
January 1, 2022	\$15.00
January 1, 2023	\$16.00
January 1, 2024	CPI (max 3.5%)

The ordinance includes a medical benefit credit of up to \$1.50/hour effective January 1, 2021.

Guidelines for implementing this credit will be developed in early 2020.

You should contact your employer if you believe you are not being paid correctly.

Under the Ordinance, employees who assert their rights to receive the City's minimum wage are protected from retaliation.

Employees may bring a civil action against their employers for any violation of the Ordinance.

If you have questions about the City of Sonoma's minimum wage ordinance, need additional information, or to download this notice in English or Spanish, please visit www.sonomacity.org/wages.

You can also contact the City Clerk at cityhall@sonomacity.org or call (707) 938-3681.