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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

***New Wage 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.

### Employers with 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	To be determined

### Employers with 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	To be determined

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 Spanish, please visit [www.sonomacity.org/wages](http://www.sonomacity.org/wages).

You can also contact the City Clerk at [cityhall@sonomacity.org](mailto:cityhall@sonomacity.org) or call (707) 938-2204.