



## Living Wage Ordinance - Rate History

On December 9, 2003, the Sacramento City Council enacted a Living Wage Ordinance (the "LWO"), adopted as Amended Ordinance No. 2003-082 and codified as Chapter 3.58 of the Sacramento City Code. The LWO requires certain firms that contract to provide certain services to or for the City to pay a specified minimum level of compensation to their employees for time spent performing any work on the City contract. The LWO also applies to certain subcontractors.

Listed below is the starting rate of the City of Sacramento's Living Wage and the subsequent annual increases. The percentage increase for each year is variable and is tied to the Consumer Price Index for the San Francisco / Oakland / Hayward area for the end of the previous calendar year. The revised Living Wage rate typically will take effect on the final Sunday of February with the approval of the City Manager.

### **During 2004 (start of LWO)**

1. \$9.00 per hour if employer's contribution for health benefits is at least \$1.50 for each hour of work.
2. \$10.50 per hour if employer's contribution for health benefits is not at least \$1.50 for each hour of work.

### **During 2005**

1. \$9.33 per hour if employer's contribution for health benefits is at least \$1.50 for each hour of work.
2. \$10.87 per hour if employer's contribution for health benefits is not at least \$1.50 for each hour of work.

### **During 2006**

1. \$9.67 per hour if employer's contribution for health benefits is at least \$1.50 for each hour of work.
2. \$11.17 per hour if employer's contribution for health benefits is not at least \$1.50 for each hour of work.

### **During 2007**

1. \$10.00 per hour if employer's contribution for health benefits is at least \$1.50 for each hour of work.
2. \$11.50 per hour if employer's contribution for health benefits is not at least \$1.50 for each hour of work.

### **During 2008**

1. \$10.31 per hour if employer's contribution for health benefits is at least \$1.50 for each hour of work.
2. \$11.86 per hour if employer's contribution for health benefits is not at least \$1.50 for each hour of work.

### **During 2009**

1. \$10.65 per hour if employer's contribution for health benefits is at least \$1.60 for each hour of work.
2. \$12.25 per hour if employer's contribution for health benefits is not at least \$1.60 for each hour of work.

### **During 2010 (an increase of 0.7%)**

1. \$10.72 per hour if employer's contribution for health benefits is at least \$1.61 for each hour of work.
2. \$12.33 per hour if employer's contribution for health benefits is not at least \$1.61 for each hour of work.

### **During 2011 (an increase of 1.4%)**

1. \$10.87 per hour if employer's contribution for health benefits is at least \$1.63 for each hour of work.
2. \$12.50 per hour if employer's contribution for health benefits is not at least \$1.63 for each hour of work.

### **During 2012 (an increase of 2.6%)**

1. \$11.15 per hour if employer's contribution for health benefits is at least \$1.67 for each hour of work.
2. \$12.82 per hour if employer's contribution for health benefits is not at least \$1.67 for each hour of work.

### **During 2013 (an increase of 2.7%)**

1. \$11.45 per hour if employer's contribution for health benefits is at least \$1.72 for each hour of work.
2. \$13.17 per hour if employer's contribution for health benefits is not at least \$1.72 for each hour of work.

### **During 2014 (an increase of 2.1%)**

1. \$11.69 per hour if employer's contribution for health benefits is at least \$1.76 for each hour of work.
2. \$13.45 per hour if employer's contribution for health benefits is not at least \$1.76 for each hour of work.



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### **During 2015 (an increase of 2.8%)**

1. \$12.02 per hour if employer's contribution for health benefits is at least \$1.81 for each hour of work.
2. \$13.83 per hour if employer's contribution for health benefits is not at least \$1.81 for each hour of work.

### **During 2016 (an increase of 2.6%)**

1. \$12.33 per hour if employer's contribution for health benefits is at least \$1.85 for each hour of work.
2. \$14.18 per hour if employer's contribution for health benefits is not at least \$1.85 for each hour of work.

### **During 2017 (an increase of 3.5%)**

1. \$12.76 per hour if employer's contribution for health benefits is at least \$1.92 for each hour of work.
2. \$14.68 per hour if employer's contribution for health benefits is not at least \$1.92 for each hour of work.

### **During 2018 (an increase of 2.9%)**

1. \$13.13 per hour if employer's contribution for health benefits is at least \$1.98 for each hour of work.
2. \$15.11 per hour if employer's contribution for health benefits is not at least \$1.98 for each hour of work.

### **During 2019 (an increase of 4.5%)**

1. \$13.72 per hour if employer's contribution for health benefits is at least \$2.07 for each hour of work.
2. \$15.79 per hour if employer's contribution for health benefits is not at least \$2.07 for each hour of work.

### **During 2020 (an increase of 2.5%)**

1. \$14.06 per hour if employer's contribution for health benefits is at least \$2.12 for each hour of work.
2. \$16.18 per hour if employer's contribution for health benefits is not at least \$2.12 for each hour of work.

### **During 2021 (an increase of 2.0%)**

1. \$14.34 per hour if employer's contribution for health benefits is at least \$2.16 for each hour of work.
2. \$16.50 per hour if employer's contribution for health benefits is not at least \$2.16 for each hour of work.

### **During 2022 (an increase of 4.2%)**

1. \$14.94 per hour if employer's contribution for health benefits is at least \$2.25 for each hour of work.
2. \$17.19 per hour if employer's contribution for health benefits is not at least \$2.25 for each hour of work.

### **During 2023 (an increase of 4.9%)**

1. \$15.67 per hour if employer's contribution for health benefits is at least \$2.36 for each hour of work.
2. \$18.03 per hour if employer's contribution for health benefits is not at least \$2.36 for each hour of work.

### **During 2024 (an increase of 2.6%)**

1. \$16.08 per hour if employer's contribution for health benefits is at least \$2.42 for each hour of work.
2. \$18.50 per hour if employer's contribution for health benefits is not at least \$2.42 for each hour of work.

### **During 2025 (an increase of 2.4%)**

1. \$16.47 per hour if employer's contribution for health benefits is at least \$2.48 for each hour of work.
2. \$18.94 per hour if employer's contribution for health benefits is not at least \$2.48 for each hour of work.