



City Council Adoption of Local Minimum Wage Ordinance

July 18, 2016

Background

The topic of minimum wage underwent extensive discussion by the City Council Finance Committee:

- October 20, 2015
 - November 17, 2015
 - December 15, 2015
 - January 25, 2016
 - March 15, 2016
 - April 5, 2016*
 - May 3, 2016
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- *April 4, 2016: Governor announced statewide minimum wage law
 - June 13, 2016: Council Hosts Work Session on Minimum Wage, directs staff to return with Draft Ordinance that applies to all businesses
 - July 5, 2016: Council Modifies Ordinance to delay implementation for small businesses by one year
 - July 18, 2016: Conduct first reading of modified ordinance

Proposed Local Minimum Wage in San Leandro

<u>Minimum Wage</u>	<u>Large Employer Effective Date</u>	<u>Small Employer Effective Date</u>
\$12/hour	July 1, 2017	July 1, 2018
\$13/hour	July 1, 2018	July 1, 2019
\$14/hour	July 1, 2019	July 1, 2020
\$15/hour	July 1, 2020	July 1, 2021

“Small Employer”: any person, corporate officers or executives, who hold a business license in San Leandro and who employs or exercises control over the wages, hours or working conditions of 25 or less employees.

“Large Employer”: any person, corporate officers or executives who hold a business license in San Leandro who employs or exercises control over the wages, hours or working conditions of 26 or more employees, or who operate more than 10 establishments globally.

Next Steps/ Future Considerations

- Analysis of costs for outreach, monitoring, enforcement, staffing
- Outreach to businesses in advance of implementation
- Advertisements, public announcements



Questions?