

Living Wage Rates

REQUIRED BY SAN DIEGO MUNICIPAL CODE §22.4220(a)

Service, facility, and financial assistance agreements subject to the City of San Diego's Living Wage Ordinance (LWO) require covered employers to pay covered employees the required living wage rate for all hours worked:

WORK PERFORMED WITHIN THE GEOGRAPHIC BOUNDARIES OF THE CITY OF SAN DIEGO:

EFFECTIVE DATES	INCREASE*	CASH WAGE + HEALTH BENEFITS**	FULL CASH WAGE
July 1, 2025 - June 30, 2026	3.15%	\$17.67 + \$3.39 per hour in Health Benefits	\$21.06 per hour

WORK PERFORMED OUTSIDE THE GEOGRAPHIC BOUNDARIES OF THE CITY OF SAN DIEGO:

EFFECTIVE DATES	INCREASE	CASH WAGE + HEALTH BENEFITS**	FULL CASH WAGE
July 1, 2025 - June 30, 2026	3.15%	\$17.51 + \$3.39 per hour in Health Benefits	\$20.91 per hour

*Covered employers are required to comply with all applicable local & state laws, including the City of San Diego's Minimum Wage & Earned Sick Leave Ordinance. **An employee's hourly cash wage after health benefits are deducted must be no less than the applicable City or State minimum wage rate, whichever is higher.

The Living Wage rate is adjusted at the start of each Fiscal Year (July 1) based on the Consumer Price Index for All Urban Consumers for the San Diego - Carlsbad Metropolitan Area for the twelve-month period preceding December 31 [San Diego Municipal Code § 22.4220(b)].

Full text of the Living Wage Ordinance, Contractor Guide, and all relevant forms and notices, are posted on the City's Living Wage Ordinance website: sandiego.gov/compliance/labor-standards-enforcement/living-wage.

For any questions regarding Living Wage or your obligations as a covered employer, please contact:

Living Wage Program
Office of Labor Standards & Enforcement
Email: ContactLWO@sandiego.gov
Phone: (619)236-6084