

County of Sonoma

# Living Wage Ordinance Notice to Employees

## Living Wage Ordinance Wages

Your employer is a covered employer and must comply with the County's Living Wage Ordinance. Unless an exemption applies, if you work minimum time\* on the contract with the County or at a County property, you must be paid no less than the following hourly rates:

Effective July 1, 2024 – June 30, 2025

- \$18.10 (if no benefits)
- \$16.60 (if with either health or retirement benefits)
- \$15.10 (if both health and retirement benefits provided)

*This rate is subject to annual increase, effective each July 1.*

## Your other rights under the Living Wage Ordinance include:

### Paid Time Off (PTO)

In addition to any paid or required holidays, PTO for full-time employees is 12 days and is pro-rated for part-time employees. PTO may be used for sick leave, vacation, or other time as allowed by law.

### Part Time Hours

Employers generally must seek to maximize the number of full-time positions and must make best efforts to offer additional work hours first to existing, qualified part-time workers before hiring additional part-time workers or subcontractors.

\*20% or eight (8) hours per week.

If you think your Living Wage Ordinance rights may have been violated, you may file a complaint by calling 707-565-2550, emailing [purchasing@sonoma-county.org](mailto:purchasing@sonoma-county.org), or by sending correspondence to:

County Administrator's Office  
Re: Living Wage Ordinance  
575 Administration Dr.,  
Suite 104-A  
Santa Rosa, CA 95403

***If you report a violation or perceived violation, employer retaliation is prohibited.***



**View the Living Wage Ordinance at**

<https://sonomacounty.ca.gov/living-wage-self-certification-for-suppliers>