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OFFICIAL NOTICE

Minimum Wage Rate

\$10.50 Per Hour

PASADENA MINIMUM WAGE

Effective Date: July 1, 2016

Beginning **July 1, 2016**, employers with 26 or more employees must pay wages of not less than **\$10.50 per hour** (in addition to any tips received) to each employee.

The minimum wage requirement set forth in the Pasadena Minimum Wage Ordinance applies to adult and minor employees who work two (2) or more hours per week in Pasadena. Each year, the City will adjust the minimum wage based on the US Department of Labor's Regional Consumer Price Index.

Under the Ordinance, employees who assert their rights to receive the City's minimum wage are protected from retaliation. Employees may file a civil lawsuit against their employers for any violation of the Ordinance or may file a complaint with the City's Department of Human Services and Recreation. The City will investigate possible violations and, where appropriate, will obtain payroll records as provided by law, and will enforce violations of the minimum wage requirements by ordering reinstatement of employees, payment of back wages unlawfully withheld, and penalties. In addition, any business that violates the provisions of the Pasadena Minimum Wage Ordinance is subject to criminal prosecution.

Pasadena's new minimum wage rules were approved prior to the State of California taking action to increase the State Minimum Wage. While similarities exist, the requirements are different. If you have questions, need additional information, or believe you are not being paid correctly, please contact your employer or the City of Pasadena:

City of Pasadena
Department of Human Services and Recreation
(626) 744-7300
(626) 744-6530
Email: minimumwage@cityofpasadena.net
Website: www.cityofpasadena.net/MinimumWage

Employers are responsible for translating this notice into languages spoken by 5% or more of their employees.