

City of Pasadena Minimum Wage Ordinance

This ordinance takes effect July 1, 2016

This ordinance applies to employees who perform at least two hours of work in a particular week within the city of Pasadena. Employers are required to pay the minimum wage set forth below for all hours worked.



A notice displaying the current minimum rate must be displayed in a conspicuous location at job sites and shall be in English and in any other language spoken by more than 5 percent of persons at the worksite.

Pasadena Municipal Code Chapter 5.02

Minimum Wage

Large Employers (26 or more employees)

\$10.50 PER HOUR

July 1, 2016

\$12.00 PER HOUR

July 1, 2017

\$13.25 PER HOUR

July 1, 2018

\$14.25 PER HOUR

July 1, 2019

\$15.00 PER HOUR

July 1, 2020

Small Employers (25 or less employees)

\$10.50 PER HOUR

July 1, 2017

\$12.00 PER HOUR

July 1, 2018

\$13.25 PER HOUR

July 1, 2019

\$14.25 PER HOUR

July 1, 2020

\$15.00 PER HOUR

July 1, 2021

Pasadena Municipal Code Chapter 5.02.15

Employee Aggregating

Determining the number of employees is done by adding all employees in all locations, in all states

For the purpose of the Pasadena Minimum Wage Ordinance, the size of an employer's business or non-profit corporation shall be determined by the average number of employees employed throughout the United States during the previous calendar year. WHAT THIS MEANS: For the purposes of the Pasadena Minimum Wage Ordinance, determining whether an employer is "Large" or "Small" is accomplished by adding, or aggregating the total number of employees throughout the United States. If the total number of employees in all states is 26 or more, those employees working in Pasadena are entitled to the higher minimum wage rate.

California Labor Code Section 226(a)

Notice to Employees

Employers must give employees written information about their pay

Pay Statement:

Each pay day, your employer must provide you with information required by California Labor Code §226(a):

- Name and address of the employer
- Gross and net wages earned
- Deductions taken
- Total hours worked by the employee
- Pay basis (hour, shift, day, week, commission)
- Applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate
- Inclusive date of the period for which the employee is paid
- Name of the employee; and either the last four digits of the employees SSN or the employee ID number

Your Rights Are Protected

You Have a Right to File a Complaint:

You may file a complaint with the City of Pasadena Code Compliance Division for alleged violations of the Pasadena Minimum Wage Ordinance by calling (626) 744-6831.

You Have a Right to Sue

Any employee, entity or any other person acting on behalf of the public and whose rights under the law have been violated may bring a civil action in a court of law against an employer who violates the Minimum Wage Ordinance.

Pasadena Municipal Code Chapter 5.02.030

Retaliation is Illegal

It is illegal for an employer to retaliate against you for exercising your rights

No employer shall discharge, reduce in compensation or otherwise discriminate against any employee for opposing any practice proscribed by the Minimum Wage Ordinance, for participating in proceedings related to the Ordinance, for seeking to enforce his or her rights under the Ordinance by any lawful means, or for otherwise asserting rights under the Ordinance. Taking adverse action against a person within ninety (90) days of the person's exercise of rights protected under the Ordinance, in a civil or administrative proceeding shall raise a rebuttable presumption of having done so in retaliation for the exercise of such rights.