

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, 2025 – June 30, 2026

- \$23.15 (if no benefits)
- \$21.65 (if with either health or retirement benefits)
- \$20.15 (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@sonomacounty.gov, 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:

<https://sonomacounty.gov/development-services/sonoma-public-infrastructure/living-wage>