



To: City Contractors
From: Department of Workplace and Employment Standards
Date: 7/1/23
Re: City of Oakland Living Wage Increase

The City of Oakland requires certain employers under contract for the furnishing of services to or for the City that involve an expenditure equal to or greater than \$25,000, and certain recipients of City financial assistance that involve receipt of financial assistance equal to or greater than \$100,000, to pay a living wage to their employees and provide them with 12 compensated days off per year. Effective July 1st of each year, the wage is adjusted.

LIVING WAGE RATES:

Effective 7/1/2023, rates are as follows:

- **\$16.93 Per Hour with Health Benefits**
- **\$19.44 Per Hour without Health Benefits**

HEALTH BENEFITS:

Full-time and part-time employees paid at the lower living wage rate shall be provided health benefits of at least \$2.51 per hour. Contractor shall provide proof that health benefits are in effect for those employees no later than 30 days after execution of the contract or receipt of City financial assistance.

COMPENSATED DAYS OFF:

Employees shall be entitled to twelve compensated days off per year for sick leave, vacation or personal necessity at the employee’s request and ten uncompensated days off per year for sick leave. Employees shall accrue one compensated day off per month of full-time employment. Part-time employees shall accrue compensated days off in increments proportional to that accrued by full-time employees. The employees shall be eligible to use accrued days off after the first six months of employment or consistent with company policy, whichever is sooner. Paid holidays, consistent with established employer policy, may be counted toward provision of the required 12 compensated days off. Ten uncompensated days off shall be made available, as needed, for personal or immediate family illness after the employee has exhausted his or her accrued compensated days off for that year.

Please notify affected employees, sub-consultants and sub-grant recipients, and ensure the attached poster is posted in an area where employees will see it. This poster can also be found online: [2023 Living Wage Poster](#). For posters in different languages, please go to: [City of Oakland | Workplace and Employment Standards \(oaklandca.gov\)](#)

If you have any questions regarding the [Living Wage Ordinance](#), [would like more information on the requirements](#), or want help determining if this ordinance applies, please contact: livingwage@oaklandca.gov or 510-238-7359.