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OFFICIAL NOTICE

Minimum Wage Rate

\$18.04 Per Hour

PASADENA MINIMUM WAGE

Effective Date: July 1, 2025

Beginning **July 1, 2025**, employers must pay employees wages of not less than **\$18.04 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.

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 Planning and Community Development. 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 employers must comply with all relevant laws. If you have questions, need additional information, or believe you are not being paid correctly, please contact your employer, the City of Pasadena, or the City's contract service provider: National Day Laborer Organizing Network. The State of California also has minimum wage laws. Starting April 1, 2024, the minimum wage set by the State for all "national fast-food chain" establishments is \$20.00 per hour. California's fast-food worker's minimum wage applies to all national fast-food chain establishments within the geographical boundaries of Pasadena and supersedes the local minimum wage rate if the employer meets the definition of "national fast-food chain." For more information about California's minimum wage for fast-food workers please visit the California Department of Industrial Relations at Dir.Ca.Gov/Dlse/Minimum_Wage.htm.

City of Pasadena
Planning and Community Development Dept.
Minimum Wage Enforcement
Code Compliance Manager Jon Pollard
(626) 744-6831
Email: jpollard@cityofpasadena.net
Website: bit.ly/3o3SHMh



National Day Laborer Organizing Network
Minimum Wage Outreach,
Education and Training
Coordinator – Julieta Aragon
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(626) 440-1031
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Employers are responsible for translating this notice into languages spoken by 5% or more of their employees.