



City of Richmond

Minimum Wage Ordinance

Your rights as an EMPLOYER...

- ◆ As of January 1, 2022 the minimum wage in the City of Richmond will be \$15.54 per hour for employees who, in a calendar week, performs at least two (2) hours of work for an Employer.
- ◆ Employers may deduct \$1.50 per hour from the minimum wage if they pay at least that amount for the employee's medical benefits plan, as described in section 7.108.040.
- ◆ Taking adverse action against a person within ninety (90) days of the person's exercise of rights protected under this Chapter shall raise a rebuttable presumption of having done so in retaliation for the exercise of such rights.
- ◆ Employers shall retain payroll records pertaining to Employees for a period of four years, and shall allow the City access to such records, with appropriate notice and at a mutually agreeable time, to monitor compliance with the requirements of the ordinance.
- ◆ Employers are also required to post the Official Notice of the Richmond Minimum Wage where employees can read easily, violators will be subject to penalties.
- ◆ Employers bear the burden of claiming reduction or exemption under the ordinance; see section 7.108.080 for guidelines.

If you have any questions or concerns please call or visit the:

Employment and Training Department
330 25th Street
Richmond, CA 94804
(510) 307-8011

E-mail: gbaker@richmondworks.org

For a copy of the Minimum Wage Ordinance please visit: www.richmondworks.org

* Please note, the City Council amended the ordinance in July 2017 and eliminated certain exemptions relating to intermediate wages, small businesses, government grants and businesses that deliver goods and services outside of Richmond. The amended ordinance is available online at www.richmondworks.org.