



City of Richmond

Minimum Wage Ordinance

Your rights as an EMPLOYEE...

- ◆ As of January 1, 2025, the minimum wage in the City of Richmond will be \$17.77 per hour for employees who, in a calendar week, perform 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.
- ◆ It shall be unlawful for an Employer or any other party to discriminate in any manner or take adverse action against any person in retaliation for exercising rights protected under this ordinance.
- ◆ The minimum wage rate will be adjusted every January as described in section 7.108.040 of the Minimum Wage Ordinance.
- ◆ Per Section 7.108.100, the local Minimum Wage shall not be construed to preempt or otherwise limit or affect the applicability of any other law, regulation, requirement, policy, or standard that provides for payment of higher or supplemental wages or benefits, or that extends other protections.
- ◆ The Minimum Wage established in this ordinance shall apply to the Welfare-to-Work programs under which persons must perform work in exchange for receipt of benefits. Participants in Welfare-to-Work Programs shall not, during a given benefits period, be required to work more than a number of hours equal to the value of all cash benefits received during that period, divided by the minimum wage.

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

Employment and Training Department
330 25th Street
Richmond, CA 94804
E-mail: twalker@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.