

Basic Responsibilities for Employers

El Cerrito Minimum Wage Ordinance Basics

- As of July 1, 2019, the El Cerrito minimum wage rate is \$15.00 per hour. The El Cerrito minimum wage is the same as the California minimum wage.
- Minimum wage rate will be adjusted each January.
- Covered employers must pay a minimum wage of \$15.00 per hour to each employee who performs two or more hours of work per week in El Cerrito.
- Tips or gratuities received by the employee may not be counted toward payment of the minimum wage.

Covered Employer Responsibilities Include

- Post official El Cerrito Wage Bulletin in a conspicuous place at workplace informing employees of current minimum wage rate and their rights.
- If 10% or more of workforce at a worksite speaks a language other than English, the Wage Bulletin should also be in that language. Currently, the City provides the Wage Bulletin translated into Chinese, Japanese and Spanish.
- Provide each employee at time of hire with employer's name, address and telephone number in writing.
- Document all hours worked by employees and keep records for at least three (3) years. Records should include employee's name, hours worked, pay rate, and service charge collected/distributed.
- Upon request, provide employee with a written copy of their records within ten (10) days.
- It is unlawful to discriminate in any manner or take adverse action against any employee in retaliation for the employee exercising his or her rights protected by the Ordinance.

Additional Information

If you have questions about the requirements of the El Cerrito Minimum Wage Ordinance, Municipal Code Section 6.95.060, visit www.el-cerrito.org/wages or contact the City of El Cerrito City Manager's Office. Language interpretation will be made available by arrangement.



Minimum Wage Compliance Program
10890 San Pablo Avenue El Cerrito CA 94530

Telephone: 510-215-4318

E-Mail: wages@ci.el-cerrito.ca.us

Webpage: www.el-cerrito.org/wages