

Please Post Where Employees Can Read It Easily

CITY AND COUNTY OF SAN FRANCISCO



NOTICE TO EMPLOYEES – JULY 1, 2025

Minimum Compensation Ordinance

This employer is a contractor with the City and County of San Francisco. This contract agreement is subject to the Minimum Compensation Ordinance (MCO). If under this contract agreement you perform any work funded under an applicable contract, you must be provided no less than the Minimum Compensation outlined below.

THESE ARE YOUR RIGHTS . . .

1. Minimum Hourly Compensation:

For contracts entered into or amended on or after October 14, 2007

- For-Profit Rate is **\$21.54/hour** effective 7/1/25
- Non-profits is **\$21.55/hour** effective 7/1/25; **\$23.00/hour** effective 1/1/26
- Public Entities is **\$22.50/hour** effective 7/1/25; **\$23.00/hour** effective 1/1/26
- Rates subject to change; your employer must pay the then-current rate posted on the OLSE web site: <https://sf.gov/information/understanding-minimum-compensation-ordinance>

For contracts entered into prior to October 14, 2007

- For work performed within the City Of S.F.: SF Minimum Wage (\$19.18/hour effective 7/1/25)
- For work performed outside of S.F.: \$16.50/hour

2. Paid Days Off:

- 12 paid days off per year for vacation, sick leave, or personal necessity
- The paid days off for part-time employees are prorated based on hours worked

3. Unpaid Days Off:

- 10 unpaid days off per year
- Unpaid days off for part-time employees are prorated based on hours worked

IF YOU BELIEVE YOUR RIGHTS ARE BEING VIOLATED CONTACT THE OFFICE OF LABOR STANDARDS ENFORCEMENT AT (415) 554-7903.

Office of Labor Standards Enforcement (OLSE)

City Hall, Room 430

1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102

<https://sf.gov/information/understanding-minimum-compensation-ordinance>