The Office of Wage Standards enforces minimum wage, paid sick leave (PSL), and ban-the-box requirements as follows for all Employees who perform work in the City of Los Angeles.

### MINIMUM WAGE

<table>
<thead>
<tr>
<th>Date</th>
<th>Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>7/1/2016</td>
<td>$10.50 *</td>
</tr>
<tr>
<td>7/1/2017</td>
<td>$12.00</td>
</tr>
<tr>
<td>7/1/2018</td>
<td>$13.25</td>
</tr>
<tr>
<td>7/1/2019</td>
<td>$14.25</td>
</tr>
<tr>
<td>7/1/2020</td>
<td>$15.00</td>
</tr>
<tr>
<td>7/1/2021</td>
<td>$15.00</td>
</tr>
<tr>
<td>7/1/2022</td>
<td>$16.04</td>
</tr>
</tbody>
</table>

* Employers with 25 or fewer Employees follow a deferred wage rate schedule.

### PAID SICK LEAVE

Employers must provide Employees with 48 hours of PSL annually or 1 hour for every 30 hours worked.

### BAN-THE-BOX

Employers cannot inquire into a job Applicant’s criminal history, by any means, unless and until a conditional offer of employment has been made to the Applicant.

### INVESTIGATIONS

**Investigations by Industry (since July 2016)**

- Arts, Entertainment, Recreation: 4%
- Car Wash: 4%
- Cleaning Services: 4%
- Garment: 2%
- Healthcare & Social Assistance: 1%
- Personal Care Services: 1%
- Professions & Occupations: 14%
- Restaurant: 7%
- Retail Trade: 29%
- Transportation & Warehousing: 11%
- Wholesale & Manufacturing: 1%
- Unknown: 2%

- Total Complained: 916
- Average Initial Response Time: 0.52 workdays
- Average Resolution Time: 448 workdays
- Open Cases: 172
- Closed Cases: 639

**Total Collected Penalties** $273,082

**Total Restituted Wages** $457,767

**Total Restituted PSL Hours** 144,091 or $1,557,161

**Collection Rate** 100%

**Total Number of Impacted Employees**

- By Minimum Wage: 3,370
- By Paid Sick Leave: 4,292

*Employees may be counted twice if they are impacted by both wage & sick time restitutions.

### EMPLOYER DEFERRAL & DETERMINATION REQUESTS

- Number of MWO Non-Profit Deferral Applications received: 76
  - Approved: 61
  - Pending: 2
  - Closed: 13

- Number of PSL determination requests received from the following industries:
  - Communication: 2
  - Construction: 33
  - Entertainment: 4
  - Healthcare Manufacturer: 3
  - Healthcare Non-Profit: 1
  - Retail/Wholesale: 5
  - Other: 2

In 2022, the rate will increase in relation to the CPI annually and will be published each February on wagesla.lacity.org.
OFFICE OF WAGE STANDARDS
MILESTONE REPORT

OUTREACH HIGHLIGHTS

- Notified businesses registered with the Office of Finance in 250,000 business tax statements sent by mail, 254,000 online renewals, and 230,000 direct emails to business owners.

- Held training sessions for and delivered informational materials to staff from the Mayor’s Office, Council Districts, Public Libraries, Animal Shelters, BusinessSource Centers, and WorkSource Centers.

- Provided content for 144 Chambers of Commerce & Business Associations, Business Improvement Districts (BIDs), & Department of Neighborhood Empowerment to include in member newsletters.

- Attended 99 outreach events, including those aimed at small business & BIDs, with over 4,800 constituents & business representatives in attendance.

- Established a toll-free hotline (1-844-WAGESLA), email, and website for inquiries and information.

- Issued an RFQ & established an on-call list of contractors who will provide community outreach and other support services.

- 20,264 inquiries received
- 0.35 average response time in workdays
- 506,088 website sessions
- 2,177 e-newsletter subscriptions
- 3,667 Employers/Employees contacted via phone banking

Total Number Reached To Date by Contractors

- Employers 120,485
- Employees 119,412

Added options to the WagesLA website to:
- Translate content to over 100 languages,
- Contact us directly,
- Subscribe to our e-newsletter for updates and reminders, and
- File a complaint (also available through the MyLA 311 app).

Will add interactive features to the website in the future.

MEDIA ADVERTISEMENTS

- Over 214 million impressions total since 2016

2021
- 9 newspapers in 9 languages

2020
- 8 newspapers in 8 languages, 21 mil impressions on transportation ads

2019
- 14 newspapers in 11 languages, 7 radio stations, 59 mil transportation impressions

2018
- 15 newspapers in 12 languages, 8 radio stations, 40 mil transportation impressions

OFFICE OF WAGE STANDARDS GROWTH

The OWS anticipates significant growth in workload given the continuing maturity of the wage enforcement, paid sick leave, and ban-the-box programs and the Fair Work Week Ordinance and Paid Parental Leave Ordinance currently moving through the City Council’s legislative process.