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: 23%
- Car Wash: 11%
- Cleaning Services: 4%
- Garment: 4%
- Healthcare & Social Assistance: 3%
- Personal Care Services: 6%
- Professions & Occupations: 4%
- Restaurant: 21%
- Retail Trade: 6%
- Transportation & Warehousing: 14%
- Wholesale & Manufacturing: 2%
- Unknown: 5%

- **Total Collected Penalties**: $540,600
- **Total Restituted Wages**: $643,577
- **Total Restituted PSL Hours**: 150,160 or $1,737,099
- **Collection Rate**: 100%

**Total Number of Impacted Employees**

- By Minimum Wage: 3,458
- By Paid Sick Leave: 4,398

*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 employee categories reviewed in 52 more generous PSL determination requests received from the following industries**:
  - Communication: 2
  - Construction: 34
  - Entertainment: 4
  - Healthcare: 3
  - Manufacturer: 1
  - Non-Profit: 1
  - Retail/Wholesale: 5
  - Other: 2
### 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.**

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

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

- **23,871 inquiries received**
  - **0.32 average response time in workdays**

- **558,109 website sessions**

- **2,254 e-newsletter subscriptions**

- **3,243 Employers/Employees contacted via phone banking**

- **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.**

- **Attended 101 outreach events, including those aimed at small business & BIDs, with over 4,800 constituents & business representatives in attendance.**

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

- **$537,243 invoices paid**

### MEDIA ADVERTISEMENTS

- **2021**: 9 newspapers in 9 languages, 9 newspapers in 8 languages, 21 mil impressions on transportation ads
- **2020**: 8 newspapers in 8 languages, 14 newspapers in 11 languages, 7 radio stations, 59 mil transportation impressions
- **2019**: 15 newspapers in 12 languages, 12 radio stations, 40 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.