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>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>7/1/16</td>
<td>$10.50 *</td>
</tr>
<tr>
<td>7/1/17</td>
<td>$12.00 *</td>
</tr>
<tr>
<td>7/1/18</td>
<td>$13.25 *</td>
</tr>
<tr>
<td>7/1/19</td>
<td>$14.25 *</td>
</tr>
<tr>
<td>7/1/20</td>
<td>$15.00</td>
</tr>
<tr>
<td>7/1/21</td>
<td>$15.00</td>
</tr>
<tr>
<td>7/1/22</td>
<td>$16.04</td>
</tr>
<tr>
<td>7/1/23</td>
<td>$16.78</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: 15%
- Car Wash: 4%
- Cleaning Services: 5%
- Garment: 6%
- Healthcare & Social Assistance: 22%
- Personal Care Services: 2%
- Professions & Occupations: 19%
- Restaurant: 13%
- Retail Trade: 4%
- Transportation & Warehousing: 6%
- Wholesale & Manufacturing: 4%
- Unknown: 3%

1084 complaints received
0.70 average initial response time in workdays
532 average resolution duration in workdays
170 open cases
785 closed cases (202 with violations)

Total Collected Penalties $540,600
Total Restituted Wages $824,896
Total Restituted PSL Hours 145,520 or $1,572,507
Total Number of Impacted Employees*

By Minimum Wage
By Paid Sick Leave
4,362
3,738

*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
  - 61 Approved
  - 15 Closed

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

Office of Wage Standards, Bureau of Contract Administration
September 19, 2023
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.

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.

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 102 outreach events, including those aimed at small business & BIDs, with over 4,880 constituents & business representatives in attendance.

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

24,485 inquiries received
0.30 average response time in workdays
684,866 website sessions
2,452 e-newsletter subscriptions
3,484 Employers/Employees contacted via phone banking

$537,243 invoices paid

Total Number Reached To Date by Contractors

49.8% Employers 120,485
50.2% 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 241 million impressions total since 2016

2022
9 newspapers, 2 radio stations, and 1 digital in 14 languages, 28.7 mil total impressions

2021
9 newspapers in 9 languages, 3.4 mil impressions

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 Fair Chance Initiative for Hiring programs and the Fair Work Week Ordinance, Freelance Worker Protections Ordinance, and Hotel Worker Protection Ordinance currently moving through the City Council’s legislative process.