


Howard Chan  
City Manager

City Hall  
915 I Street, Fifth Floor  
Sacramento, CA 95814-2604  
916-808-5704

## MEMORANDUM

**DATE:** January 29, 2021

**TO:** Department Heads and Division Managers

**FROM:** Howard Chan, City Manager   
H.C.

**SUBJECT:** **2021 LIVING WAGE RATES**

---

The Living Wage Ordinance, City Code Chapter 3.58, provides for the City Manager to determine the appropriate yearly Living Wage rate for employees of City Nonprofessional Services contractors who are covered by the ordinance. The Living Wage rate is based on the San Francisco - Oakland - Hayward Consumer Price Index (CPI) for the end of 2020. The annual CPI increase of **2.0%** for 2021 is effective as of February 28, 2021. The rates have been set as follows:

**If health benefits are provided** and the employer's contribution for the benefits is at least \$2.16 for each hour of work, the covered employee's living wage rate shall be at least **\$14.34** per hour.

**If health benefits are not provided** or if health benefits are provided but the employer's contribution is less than \$2.16 for each hour of work, the covered employee's living wage rate shall be **at least \$16.50** per hour.

Each department that has City contracts is required to give written notice of these rates to covered employers. These rates are adjusted annually and become effective in February of each year.

For more information on the Living Wage Ordinance, please refer to the Procurement Services page at <http://portal.cityofsacramento.org/Finance/Procurement/Contract-Ordinances>.