



Los Angeles County Minimum Wage Ordinance

Department of Consumer and Business Affairs
Wage Enforcement Program

LA County Minimum Wage Ordinance

- ▶ Los Angeles County established a Minimum Wage Ordinance which applies to the unincorporated areas of LA County. Below are the increases:

Employers with **26 or more** employees must pay their employees no less than the following hourly rates on the following effective dates:

- July 1, 2016 - \$10.50
- July 1, 2017 - \$12.00
- July 1, 2018 - \$13.25
- July 1, 2019 - \$14.25
- July 1, 2020 - \$15.00

Employers with **25 or fewer** employees must pay their employees no less than the following hourly rates on the following effective dates:

- July 1, 2017 - \$10.50
- July 1, 2018 - \$12.00
- July 1, 2019 - \$13.25
- July 1, 2020 - \$14.25
- July 1, 2021 - \$15.00

- ▶ On January 1, 2022 and thereafter the County CEO will determine the adjusted rates based on the CPI.

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Unincorporated LA County

- To check if an address is in the unincorporated area of Los Angeles County, go to the website below:

<http://rrcc.lacounty.gov/OnlineDistrictmapApp/Default.cfm>

You can find this link at:

<http://dcba.lacounty.gov/wps/portal/dca>

- Type in the **Street Number** and the **Street Name**. Click **Submit**

District Look Up by Address

Home Number
House number of residence address. (No Fraction)

Street Name
Do not include street type (ave., st., blvd., etc.) For numbered street names, please input the numerical digit of the street only. See Example #2.

Example #1:
12400 Imperial Hwy
House Number = 12400
Street Name = Imperial

LA County Minimum Wage Ordinance Coverage

District Look Up by Address

Districts matching this address: 2070 MONTROSE AVE, MONTROSE 91020 - 4610025.E

Current Districts

- 28TH US CONGRESSIONAL
- 25TH ST SENATE
- 43RD STATE ASSEMBLY
- 5TH SUPERVISORIAL
- 3RD BOARD OF EQUALIZATION
- UNINCORPORATED MONTROSE
- GLENDALE COMMUNITY COLLEGE
- GLENDALE UNIFIED SCHOOL
- METROPOLITAN WATER DIST SO CAL



District Look Up by Address

Districts matching this address: 2230 E 038TH ST, LOS ANGELES 90058

Current Districts

- 40TH US CONGRESSIONAL
- 33RD ST SENATE
- 53RD STATE ASSEMBLY
- 1ST SUPERVISORIAL
- 3RD BOARD OF EQUALIZATION
- CITY OF VERNON
- LOS ANGELES COMMUNITY COLLEGE
- LOS ANGELES UNIFIED SCH
- LOS ANGELES USD-BD EDUCATION 5



LA County Minimum Wage Ordinance

Employer Size Determination

- ▶ A sample formula for calculating employer size is:

(No. of employees for each pay period of prior year) **divided by**
(Total number of Pay Periods in prior year) **equals**
Average number of employees



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Travel Time

- ▶ Time spent in the unincorporated areas of LA County that is related to work and **not** for personal errands, meals or refueling is covered by the LA County Minimum Wage Ordinance.





LA County Minimum Ordinance *Requirements for Employers*

Notice Requirement:

Employers must post a notice informing employees of:

- ▶ The current minimum wage rate and the employee's rights under the Minimum Wage Ordinance

Recordkeeping and Access Requirement:

- ▶ Employer must keep accurate and complete records for each employee for **four** years.
- ▶ Employers must allow DCBA access to payroll records, to interview employees and cooperate with DCBA investigators.



LA County Minimum Wage Ordinance **Wage Enforcement Process**

The **Correction Order** is a “**fix-it**” ticket which allows the business to correct the violation/s observed. It can be issued for failure to comply with the following:

- ▶ Post the required workplace posting
- ▶ Provide Initial Disclosure Statement and Pay Period Statement
- ▶ Allow DCBA access to inspect books and records or to interview Employees
- ▶ Cooperate with the DCBA's investigation

The **Wage Enforcement Order** is issued when there is substantiated violations of the Minimum Wage Ordinance.



LA County Minimum Wage Ordinance *Wage Enforcement Process*

Appeal

- ▶ **Request for Reconsideration** - Any party may file a Request for Reconsideration with DCBA within 20 days. DCBA will issue a Reconsideration Determination within 20 days.
- ▶ **Administrative Appeal** - Any party may file an administrative appeal with a hearing officer.
- ▶ **Judicial Review** - Any person may seek judicial review with the Superior Court. If no appeal is filed within 20 days, the hearing officer's decision becomes final.



LA County Minimum Wage Ordinance *Wage Enforcement Process*

No Payment Received – The following can occur if no action is taken by the employer:

- ▶ Imposition of late fees
- ▶ Recording of lien on property owned or operated by employer
- ▶ Civil Action
- ▶ Hold liable any successor that knows about the Wage Enforcement Order
- ▶ Termination of existing or disqualification from potential County contract
- ▶ Denial, suspension, revocation of County-issued license, application for renewal or transfer of business license.



LA County Minimum Wage Ordinance ***Anti-Retaliation and Waiver Provisions***

It is unlawful for Employer or any other person to:

- ▶ Discriminate or
- ▶ Retaliate against anyone for exercising their rights under the Minimum Wage Ordinance.

Any agreement between an employee and an employer to avoid penalties or waive the employee's rights under the County's Minimum Wage Ordinance is illegal.



DCBA Small Business Services (SBS)

To help small businesses succeed and grow during the wage increases, LA County has developed a Small Business Initiative which includes:

- ▶ Low-interest loan assistance
- ▶ Workplace development and layoff aversion services
- ▶ Referrals to contracting opportunities with the County
- ▶ Business assistance programs

For Small Business assistance, call **(323) 881-3964**



County of Los Angeles Community Development Commission (CDC)

The LA County CDC offers loan and has Incentives & programs to help your business needs:

- ▶ Manufacturing Revolving Loan Fund Program
- ▶ Biosciences Economic Development Fund Program
- ▶ County Business Loan Expansion Program
- ▶ RENOVATE Program

For loan terms and eligibility, contact:

Community Development Commission

Phone number: (626) 586-1811

Website: www.lacdc.org.



Contact Information:

County of Los Angeles

Department of Consumer and Business Affairs

500 W. Temple St. Room B96

Los Angeles, CA 90012

Phone (800) 593-8222

(213) 974-1452

Fax (213) 687-1137

Email wagehelp@dcba.lacounty.gov

Small Business Services

East Los Angeles Community Service Center

133 N. Sunol Drive, Suite 218

Los Angeles, CA 90063

Phone (323) 881-3964

(855) 230-6430

Fax (323) 415-8521

Questions?

