

**MUST POST WHERE EMPLOYEES CAN READ EASILY. VIOLATORS ARE SUBJECT TO PENALTIES.**

**OFFICIAL**  **NOTICE**

***Oakland Living Wage Rate***  
***Effective July 1, 2023***

**\$16.93 Per Hour**  
**With Health**  
**Benefits** } or { **\$19.44 Per Hour**  
**Without Health**  
**Benefits** }

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**To:**

All agencies of the City of Oakland, project managers, buyers, for profit vendors, not-for profit service providers, City Financial Assistance Recipients (CFARs), and prime and sub-consultants.

**Please Note:**

For all service contracts valued at \$25,000 or more and CFARs valued at \$100,000 or more, the 2022 living wage rates will increase effective July 2023 as follows: employees **must** be paid wages of not less than **\$16.93 per hour with health benefits, or \$19.44 per hour without health benefits.** *Health benefits, for purposes of this requirement, consist of the payment of \$2.51 per hour towards the provision of health benefits.*

Further, employers shall provide at least twelve (12) days off per year for sick leave, vacation, or personal necessity at the employee's request. Employees shall accrue one compensated day off per month of full-time employment. Part-time employees shall accrue compensated days off in increments proportional to that accrued by full-time employees. The employees shall be eligible to use accrued days off after the first six months of employment or consistent with company policy, whichever is sooner. Paid holidays, consistent with established employer policy, may be counted toward provision of the required twelve (12) compensated days off.

**PLEASE NOTE:** If you have questions, need additional information, or believe you are not being paid correctly, please contact your employer or the City of Oakland's Department of Workplace and Employment Standards at:

**Department of Workplace and Employment Standards**  
**250 Frank H. Ogawa Plaza, Suite 3341, 3<sup>rd</sup> Floor Oakland, CA 94612**  
**Telephone: 510-238-7359**  
**E-Mail: [jdumas@oaklandca.gov](mailto:jdumas@oaklandca.gov)**