



OFFICE OF THE COUNTY ADMINISTRATOR

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January 7, 2022

NOTICE OF LIVING WAGE RATE INCREASE

To: All County suppliers, contractors/consultants, and Living Wage-covered employers

What: The living wage rate required under County's Living Wage Ordinance (LWO) has been increased. Effective January 1, 2022, the living wage rate required under the LWO shall be **\$16.75** per hour, an increase over the previous \$15.00 per hour. The adjustment was adopted by the County's Board of Supervisors on December 14, 2021, in accordance with Sonoma Municipal Code section 2-377(d). All covered employees must be paid at least the increased living wage rate.

Who & When: As to all **new** contracts and covered transactions as of and after January 1, 2022, no less than the increased rate shall be paid to all covered employees as otherwise required in the LWO (Sonoma Municipal Code section 2-373 *et seq.*).

To accommodate current arrangements and facilitate effective implementation, as to all **existing** contracts and covered transactions in effect as of January 1, 2022, no less than the increased rate shall be paid starting by **no later than March 1, 2022**. Any requests for further extension of time as to the effectiveness of this wage increase must be made to County, in writing, with good cause shown. County reserves all rights with regard to such requests, which may or may not be granted, in County's sole discretion.

Next Steps: All covered agreements require payment of living wage and compliance with all applicable laws. To the extent existing suppliers, contractors/consultants, and LWO-covered employers comply and in fact pay covered employees based on the new rate, no further action is needed. If and as needed, the County will continue to work with covered employers to ensure effective implementation, including working on any agreement modifications made necessary to accommodate the new rate.

Pursuant to the LWO itself and as stated in all County solicitation materials, service contracts, and other covered agreements, compliance with the LWO and payment of living wage to covered employees is legally required. Any noncompliance may be considered material breach and may result in agreement termination, along with other legal or administrative remedies.

Questions? Please email livingwage@sonoma-county.org and a staff member will get back to you as soon as possible.