



The Memo

July 2017

Minimum wage increase now in effect

As of July 1, 2017 businesses in Santa Monica are required to increase the hourly minimum wage paid to their employees.

Businesses with 26 or more employees must pay a minimum wage of \$12 per hour, while businesses with 25 or fewer employees must pay \$10.50 per hour. This includes temporary and part-time employees who perform at least two hours of work in a particular work week within the geographic limits of the City of Santa Monica. Pay rates are adjusted annually on July 1.

Under the City’s minimum wage law employees are protected from retaliation when asserting their rights to receive the new minimum wage. Employees can file civil lawsuits against their employers for any violation of the law. The City can investigate possible violations, and can enforce the minimum wage requirements. Violations can include failure to pay the minimum wage and failure to comply with notice, posting and records requirements, as well as retaliation.

Hotels are also covered by the law. The Hotel Worker Living Wage is now \$15.66 per hour. An employer that contracts, leases or sublets property connected to the hotel and operated in conjunction with the hotel, or that provides services at the hotel, must also pay the hotel living wage. The living wage does not apply to hostels.

Under the minimum wage law businesses must also offer paid sick leave. That provision went into effect Jan. 1, 2017. For employers with 26 or more employees, they must now offer 40 hours of paid sick leave. Those with 25 or fewer must provide 32 hours.

For more information contact the City of Santa Monica:
 (310) 458-8281 • minimum.wage@smgov.net

Minimum Wage Schedule

Employers with 25 or fewer employees	
7/1/2016	\$10.00 /hour*
7/1/2017	\$10.50 /hour
7/1/2018	\$12.00 /hour
7/1/2019	\$13.25 /hour
7/1/2020	\$14.25 /hour
7/1/2021	\$15.00 /hour

Employers with 26 or more employees	
7/1/2016	\$10.50 /hour
7/1/2017	\$12.00 /hour
7/1/2018	\$13.25 /hour
7/1/2019	\$14.25 /hour
7/1/2020	\$15.00 /hour
7/1/2021	\$15.00 /hour

* CA State Minimum Wage

Paid Sick Leave

Employers with 25 or fewer employees	
1/1/2017	32 hours
1/1/2018	40 hours

Employers with 26 or more employees	
1/1/2017	40 hours
1/1/2018	72 hours

City Council to debate, approve Downtown Community Plan

The City Council will be digging into the massive Downtown Community Plan Final Draft all throughout the month of July, with three public meetings scheduled at City Hall. Once approved, the plan will dictate how land is used and how tall and dense new buildings can be for the next 20 years or more.

The plan, which can be read at www.downtownsmplan.org, is meant to address current and future challenges, including traffic and circulation and the region's housing crisis. It also touches on the need to create more pedestrian and bike friendly streets, the value of more public art and the importance of giving all residents more entertainment options, whether that be night clubs or pocket parks for reading and relaxing.

The public meetings will begin at 6:30 p.m. They are scheduled on July 10 • July 11 • July 25
The City Council Chambers are located at 1685 Main St. Suite 200.

DTSM, Inc. Annual Meeting - Save the date

Downtown Santa Monica, Inc. will be hosting its **Annual Meeting on Thursday, Aug. 24, 2017** at the Fairmont Miramar Hotel & Bungalows. The Annual Meeting is your chance to learn about DTSM, Inc. and its programs and services, goals accomplished in the past fiscal year and what the future holds for this dynamic urban district. Mix and mingle with your Downtown partners.

Doors open at 8 a.m. and breakfast will be served. Invitations will be delivered soon, but circle the date on your calendars now so you don't miss out on this important event.

Picnic on the Promenade returns this Summer

Escape from the cubicle and enjoy a meal at Downtown Santa Monica's Third Street Promenade with the return of everyone's favorite Summer lunch series Picnic on the Promenade. Ease into the weekend every Friday in July and August with classic board games, Ping-Pong tables, giant Jenga and Connect4. A DJ will be spinning smooth grooves to help you digest the stresses of the work week. Bring your lunch or grab-and-go from one of Downtown's celebrated eateries and soak in the sun.

Downtown Santa Monica, Inc. is looking for local businesses to partner with. If you would like to offer a special lunch item, we'll help you promote it for FREE. Businesses can also offer free services or samples at the picnics by setting up a booth. We can provide a table and chairs for sampling. Please let us know if you're interested. E-mail marketing@downtownsm.com for more information.

Picnic on the Promenade
1300 Block Third Street Promenade
Fridays
12 p.m. — 6 p.m.
July 7 - August 25, 2017

Twilight Concerts in full effect

The Santa Monica Pier's Twilight Concert Series is back and so is the traffic and congested sidewalks as roughly 60,000 people flocked to the Pier and beach for the first concert, City officials said.

The summer concerts are fun and we want everyone to enjoy themselves. But we also understand that it can be a challenge for our Downtown businesses and their employees. Please have patience, adjust your commuting habits and pay close attention to the increased number of pedestrians, some of whom may be so excited about the concerts that they may not be paying attention to where they are going.

If you do attend, please remember to pack out all of your trash or properly dispose of it before returning home. Glass bottles are prohibited on the beach, and smoking of any kind is also illegal. The more money spent on cleanup, the less there is to hire bands in the future.

For all the latest information on the concert lineup, parking rates and transportation options, please visit howtotwilight.com