



London N. Breed
Mayor

Alaric Degrafinried
Director and Purchaser

MEMORANDUM

Date: May 15, 2019

To: City & County of San Francisco Contracting Officers

From: Alaric Degrafinried, Director and Purchaser, Office of Contract Administration

Subject: Changes to the Minimum Compensation Ordinance (MCO) – Effective July 1, 2019

Please see updates below to San Francisco's Minimum Compensation Ordinance (MCO), effective July 1, 2019.

The MCO generally requires City Contractors, and tenants at San Francisco International Airport to pay a minimum hourly wage rate to their covered employees.

Effective July 1, 2019, the following are the rates for the MCO:

For contracts entered into or amended on or after October 14, 2007

- MCO For-Profit Rate is \$17.66/hour
- MCO Non-Profit Rate is \$16.50/hour
- MCO Public Entities Rate is \$16.50/hour

For contracts entered into or prior to October 14, 2007

- For work performed with the City of San Francisco, vendors must pay no less than the San Francisco Minimum Wage (\$15.59/hour - effective 7/1/19)
- For work performed outside of San Francisco, vendors must pay \$10.77/hour

Please inform all current and prospective contractors and tenants who are subject to these changes. For further information about the MCO visit <http://www.sfgov.org/olse/mco>. Should you have any questions, please contact the Office of Labor Standards Enforcement (OLSE) at (415) 554-7903.