



Reminder: the updated Living Wage of \$14.60 per hour for the city of Santa Fe will go into effect on March 1, 2024. See the original announcement below for more information.

Santa Fe Workers to See Living Wage Raise Beginning March 1, 2024

SANTA FE, February 12, 2024 – The City is announcing the updated [Living Wage](#) for Santa Fe will be \$14.60 per hour as of March 1, 2024. The Living Wage is calculated based on the 12-month total increase of 4.05% in the Consumer Price Index (CPI) for the Western Region for Urban Wage Earners and Clerical Workers. The Living Wage for 2023 was \$14.03 an hour.

All employers within the city of Santa Fe are required to pay workers at least the Living Wage.

In 2007, Santa Fe decided to adjust the Living Wage with the annual cost of living in order to help ensure that workers' wages would keep pace with inflation. The term Living Wage refers to the minimum hourly wage necessary for a person to achieve a higher standard of living. According to the U.S. Department of Labor, the federal minimum wage has been at \$7.25 an hour since 2009.

According to the Economic Policy Institute, the minimum wage is a critical labor standard meant to ensure a fair wage for this country's lowest-paid workers, and the declining value of the federal minimum wage over time has contributed to the growth in U.S. income inequality. Santa Fe's Living Wage is designed to set a higher standard than the stagnant Federal minimum wage for the lowest paid workers in the city.

"This increase accurately reflects the increase in Consumer Price Index, but we all know it is far from being an actual living wage," said Mayor Alan Webber "If we want people who work in Santa Fe to be able to live in Santa Fe, we're going to have to undertake a fair and thoughtful revision of the living wage to make it a real living wage."

The City's Living Wage Ordinance states that tips may be counted toward the Living Wage requirement for workers who customarily earn \$100/month or more in tips or commission.

Living Wage Ordinance

PURSUANT TO THE CITY OF SANTA FE LIVING WAGE ORDINANCE, SECTION 28-1 SFCC 1987 EFFECTIVE MARCH 1, 2024, ALL WORKERS WITHIN THE CITY OF SANTA FE SHALL BE PAID A LIVING WAGE OF

\$14.60 PER HOUR

The Santa Fe Living Wage Ordinance establishes minimum hourly wages. The March Living Wage increase corresponds to the increase in the Consumer Price Index (CPI).

Who is Required to Pay the Living Wage?

- Contractors for the City, that have a contract requiring the performance of a service but excluding purchases of goods;
- Businesses receiving assistance relating to economic development in the form of grants, subsidies, loan guarantees or industrial revenue bonds in excess of twenty-five thousand dollars (\$25,000) for the duration of the City grant or subsidy;
- Businesses required to have a business license or registration from the City; and
- Nonprofit organizations, except for those whose primary source of funds is from Medicaid waivers.
- For workers who customarily receive more than one hundred dollars (\$100) per month in tips or commissions, any tips or commissions received and retained by a worker shall be counted as wages and credited towards satisfaction of the Living Wage provided that, for tipped workers, all tips received by such workers are retained by the workers, except that the pooling of tips among workers shall be permitted.
- All employers required to have a business license or registration from the City of Santa Fe ("City") must pay at least the adjusted Living Wage to employees for all hours worked within the Santa Fe city limits.



Living Wage Ordinance

EFFECTIVO DESDE EL DÍA PRIMERO DE MARZO DE 2024 PARA TODOS LOS TRABAJADORES QUE LABOREN DENTRO DE LOS LÍMITES DE LA CIUDAD DE SANTA FE EL SALARIO MÍNIMO ESTABLECIDO QUE DEBERÁ SER PAGADO ES DE

\$14.60 POR HORA

La ciudad de Santa Fe establece salario mínimo por hora. Desde el Marzo el incremento de salario, corresponde con el aumento en el índice de precios al consumidor (IPC).

¿Quién está obligado a pagar el salario?

- La ciudad a todos los trabajadores a tiempo completo permanentes contratados por la ciudad;
- Contratistas para la ciudad, tiene un contrato que requiere la prestación de un servicio, pero excluyendo las compras de mercancías;
- Empresas reciben asistencia en relación con el desarrollo económico en forma de becas, subsidios, garantías de préstamos o bonos industriales de ingresos superiores a 25 mil dólares (\$25,000) para la duración de la beca de ciudad o de subvención;
- Empresas requieren contar con la licencia o el registro de la ciudad; y
- Organizaciones sin fines de lucro, con excepción de aquellos cuya principal fuente de fondos es de exenciones de Medicaid.
- Para los trabajadores que habitualmente reciben más de cien dólares (\$100) por mes en consejos o comisiones, consejos o comisiones recibidas y retenida por un trabajador serán contados como salarios y acreditados hacia la satisfacción de los salario siempre que, para los trabajadores reciben propinas, todos los consejos recibidos por estos trabajadores son retenidos por los trabajadores, salvo que se permitirá la puesta en común de consejos entre los trabajadores.
- Todos los empleadores requieren, por ley, tener una licencia o registro de la ciudad de Santa Fe, deben pagar al menos el salario ajustado a los empleados de todas las horas trabajadas dentro de los límites de la ciudad de Santa Fe.

