

Notice of Living Wage Rate Increase to Consultants and Contractors

The living wage rate required under Sonoma County's [Living Wage Ordinance](#) (LWO) has increased.

Effective January 1, 2022, the living wage rate required under the LWO is **\$16.75** per hour, an increase over the previous \$15.00 per hour. Sonoma Water's Board of Directors adopted the increase on December 14, 2021, in accordance with Sonoma Municipal Code section 2-377(d). **All covered employees providing services under your contract must be paid no less than \$16.75 per hour.**

Most consultants and contractors that have contracted with Sonoma Water are required to comply with the County's Living Wage Ordinance. The Living Wage Ordinance may not be applicable to your contract because no persons working under your Sonoma Water contract currently receive less than \$16.75 per hour or because your organization is exempt from the ordinance, per sections 2-376(d) and 2-376.5(b).

Sonoma Water understands that the increase will require time to implement. Therefore, the increased rate for work performed under existing contracts (i.e., contracts already in place before January 1, 2022) **shall be paid no later than March 1, 2022.**

If you are unable to implement the increase by March 1, 2022, you must make your request in writing to Submissions@scwa.ca.gov by February 22, 2022, with an explanation for the request. Sonoma Water reserves all rights regarding such requests, which may or may not be granted, at Sonoma Water's sole discretion.

We ask your assistance to do the following:

1. [Complete this brief form](#) by February 22, 2022, to:
 - Acknowledge receipt of this notification, and
 - If applicable, provide an estimated impact of this increase
2. If applicable, provide a written explanation to Submissions@scwa.ca.gov and copy livingwage@sonoma-county.org by February 22, 2022, if you anticipate needing more time to implement the hourly wage increase.