

ORDINANCE NO. 20-08

AN ORDINANCE OF THE CITY OF HAYWARD, AMENDING ARTICLE 15 OF CHAPTER 6 OF THE HAYWARD MUNICIPAL CODE RELATING TO PAYMENT OF MINIMUM WAGES BY EMPLOYERS

THE CITY COUNCIL OF THE CITY OF HAYWARD DOES ORDAIN AS FOLLOWS:

Section 1. Article 15 of Chapter 6 of the Hayward Municipal Code is hereby amended as follows:

SEC. 6-15.11 Definitions.

The following terms shall have the following meanings:

“Large Business” means a business with 26 or more full or part-time employees including persons employed outside the city.

“Small Business” means a business with 25 or fewer full or part-time employees including persons employed outside the city.

SEC. 6-15.12 Minimum Wage.

(b) Beginning on January 1, 2021, the minimum wage shall be an hourly rate of \$14.00 for small businesses. To prevent inflation from eroding its value, on January 1, 2022, the minimum wage shall increase by an amount corresponding to the Consumer Price Index (CPI), if any, to account for the increase in the cost of living, but such increases shall not exceed a total of \$15.00 per hour. Beginning on January 1, 2023, the minimum wage shall be \$15.00 in accordance with current State of California minimum wage law. Beginning on January 1, 2024, and every January 1<sup>st</sup> thereafter, the minimum wage shall increase by an amount corresponding to the CPI in accordance with State law.

(c) Beginning on January 1, 2021, the minimum wage shall be an hourly rate of \$15.00 for large businesses. To prevent inflation from eroding its value, beginning on January 1, 2022, and each January 1<sup>st</sup> thereafter, the minimum wage shall increase by an amount corresponding to the Consumer Price Index (CPI), if any, to account for the increase in the cost of living not to exceed five (5) percent.

Section 2. California Environmental Quality Act (CEQA). The City Council independently finds and determines that this action is exempt from CEQA pursuant to Section 15061(b)(3) of the CEQA Guidelines, as an activity that is covered by the general rule that CEQA applies only to projects which have the potential for causing a significant effect on the environment. The general exemption applies in this instance because it can be seen with certainty that there is no possibility that the proposed amendments could have a significant effect on the environment, and thus are not subject to CEQA. Thus, it can be seen with certainty that the proposed project would not have a significant effect on the environment.

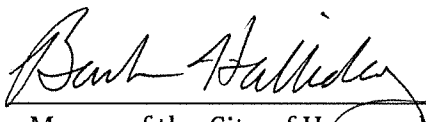
Section 3. If any section, subsection, paragraph or sentence of this Ordinance, or any part thereof, is for any reason found to be unconstitutional, invalid or beyond the authority of the City of Hayward by a court of competent jurisdiction, such decision shall not affect the validity or effectiveness of the remaining portions of this Ordinance.

Section 4. Pursuant to Section 620 of the Charter of the City of Hayward, this Ordinance shall become effective thirty (30) days from the date of its adoption by the City Council.

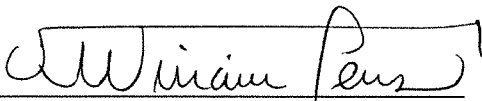
INTRODUCED at a special meeting of the City Council of the City of Hayward, held the 7<sup>th</sup> day of April 2020, by Council Member Mendall.

ADOPTED at a special meeting of the City Council of the City of Hayward held the 14<sup>th</sup> day of April 2020, by the following votes of members of said City Council:

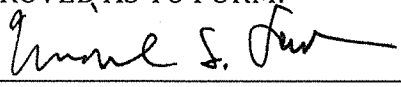
AYES:	COUNCIL MEMBERS: Márquez, Mendall, Salinas MAYOR: Halliday
NOES:	COUNCIL MEMBERS: Lamnin, Wahab, Zermeño
ABSTAIN:	COUNCIL MEMBERS: None
ABSENT:	COUNCIL MEMBERS: None

APPROVED:   
Mayor of the City of Hayward

DATE: April 14, 2020

ATTEST:   
City Clerk of the City of Hayward

APPROVED AS TO FORM:

  
City Attorney of the City of Hayward