



**Attachment "D"  
Living Wage Guidelines**

**March 24, 2020**

**Project: STREET SWEEPING SERVICES**

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**A. The following Living Wage Guidelines MUST be reflected within Company's submitted Cost Proposal.**

**Schedule for California Minimum Wage / Living Wage rate 2020-2023**

Effective Date	Minimum Wage for Employers with 26 or More Employees	Minimum Wage for Employers With 25 or Fewer Employees
January 1, 2020	\$13.00/hour	\$12.00/hour
January 2, 2021	\$14.00/hour	\$13.00/hour
January 1, 2022	\$15.00/hour	\$14.00/hour
January 1, 2023	\$15.00/hour	\$15.00/hour

Indicate the receipt of Attachment "D" on last page of Contractor's Proposal.  
**FAILURE TO DO SO WILL RENDER YOUR BID NON-RESPONSIVE**

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Approved by:

Kenneth Jones  
Management Analyst

3-24-2020

Date