PURSUANT TO THE CITY OF SANTA FE
LIVING WAGE ORDINANCE, SECTION 28-1 SFCC 1987
EFFECTIVE MARCH 1, 2020 ALL WORKERS WITHIN THE
CITY OF SANTA FE
SHALL BE PAID A LIVING WAGE OF

$12.10
PER HOUR

Santa Fe’s Living Wage
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).
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.

Who is Required to Pay the Living Wage?
The City to all full-time permanent workers employed by the City;
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 Medic-
aid 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.

More Information, including the Living Wage Ordinance, is available at
http://www.santafenm.gov
(Click on Hot Topics/Living Wage)