

CITY AND COUNTY OF SAN FRANCISCO



Minimum Compensation Ordinance For Non-Profit Entities

NOTICE TO EMPLOYEES

Effective: July 1, 2026

This employer is a contractor with the City and County of San Francisco (CCSF). The contract with CCSF is subject to the Minimum Compensation Ordinance (MCO). If you perform any work under the contract, you must be provided no less than the Minimum Compensation outlined below.

THESE ARE YOUR RIGHTS . . .

1. Minimum Hourly Compensation:

- Non-Profit Rate: **\$23.50/hour** (*subject to budget approval*)
- Rates are subject to change; your employer must pay the applicable current rate posted on the OLSE website: www.sf.gov/olse-mco

2. Paid Time Off (PTO):

- Accrued at 0.04615 hours per hour worked (equivalent to 12 paid days off per year for employees working a 40 hour workweek)
- May be used for vacation, sick leave, or personal necessity
- Accrued unused PTO shall be paid out to employees at separation

3. Unpaid Time Off (UTO):

- Accrued at 0.03846 hours per hour worked (equivalent to 10 unpaid days off per year for employees working a 40 hour workweek)
- For unpaid sick time purposes

If you believe your rights have been or are being violated contact the Office of Labor Standards Enforcement at (415) 554-7903 or mco@sfgov.org

Office of Labor Standards Enforcement (OLSE)

City Hall, Room 430

1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102

www.sf.gov/olse-mco

Covered Employers Must Post Where Employees Can Read Easily