



San José State
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FOUNDATION

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MEMORANDUM

TO: Principal Investigators and Project and Program Directors
FROM: Guadalupe Lechuga, Senior Manager, Human Resources
DATE: November 18, 2014
RE: **City of San Jose Measure D
Minimum Wage Increase for 2015**

As you know, the city of San Jose passed Measure D in 2012, which established a specific minimum wage for employees performing work within the city of San Jose. This measure also established an ongoing minimum wage analysis and potential increase to that minimum wage *if* there is an increase in the Consumer Price Index (CPI) issued by the United States Department of Labor. These minimum wage calculations are performed by the city of San Jose on an annual basis.

This will serve to advise you that that city of San Jose announced an adjustment to the minimum wage for all employees working within San Jose from the current \$10.15 per hour. **The new adjusted minimum wage of \$10.30 will take effect on January 1, 2015.**

Employees who are covered by this mandate include all non-exempt (hourly) employees such as Student Assistants as well as all benefited employees and non-benefited temporary casual employees who work within the city limits of San Jose. This ordinance does *not* apply to employees assigned to and working from locations other than San Jose, including Moss Landing Marine Labs (MLML), NASA in Mountain View, and Rancho Cordova – assigned employees. However, if any of these other locations were to assign an employee to physically work within the San Jose, Measure D minimum wage law would apply as to their wages while working within the city of San Jose.

All managers responsible for budgeting and forecasting, including Principal Investigators and Project and Program Directors, must take note of this new minimum wage application and budget appropriately and accordingly. All employees affected by this adjusted minimum wage and their managers will be notified in a separate communication.

If you have any questions or concerns, please feel free to contact Research Foundation Human Resources or your Sponsored Programs Analyst.



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