

**Hero Pay – Cities in Southern California
(20 of 224 cities have considered- 8.93%)**

	City/County	Ordinance	Increase	Approved	Date Implemented	Date Expires
1	Long Beach	Large grocery stores with at least 300 employees nationwide and 15 employees per store in Long Beach	\$4/hr	Yes	January 19, 2021	May 19, 2021
2	West Hollywood	Large-chain grocery store, and drug retail and retail stores (85,000 square feet or larger and that dedicate 10 percent or more of their sales floor to retailing food products or drug retail products) only if they are part of chains that employ at least 300 workers nationally and 15 employees per store in West Hollywood.	\$5/hr	Yes	February 17, 2021 (Grocery Store) April 16, 2021 (drug and retail stores)	June 17, 2021 August 16, 2021
3	County of LA (unincorporated)	Grocery stores, drug stores, or large retailers that sell groceries or drug products, and is either public traded or employs 300 or more employees nationally, and employs more than 10 employees per location.	\$5/hr	Yes	February 26, 2021	June 26, 2021
4	Pomona	Grocery store, retail pharmacy or 'big box retailers that employ 300 or more employees nationwide and employ more than 10 employees per location in Pomona.	\$4/hr	Yes	March 1, 2021	June 29, 2021
5	City of LA	Grocery stores and pharmacies with more than 300 employees nationwide, and a staff of at least 10 in the city of L.A.	\$5/hr	Yes	March 3, 2021	July 1, 2021
6	Santa Ana	Grocery and pharmacy workers with 300 workers nationally and more than 15 workers per location in Santa Ana.	\$4/hr	Yes	March 3, 2021	June 30, 2021
7	Santa Monica	Retail grocery stores, retail drug stores, and large retail stores that are publicly traded or that employ 300 or more workers nationwide, and employ more than 10 employees per store;	\$5/hr	Yes	March 11, 2021	July 9, 2021

8	Montebello	Publicly traded Grocery stores and drug stores that employee over 300 employees or more nationally and 15 employees per store within the City (180 day ordinance)	\$4/hr	Yes	March 12, 2021	September 8, 2021
9	Costa Mesa	Grocery and retail drugstores with 15 or more staff and those who employ at least 300 workers nationwide.	\$4/hr	Yes	March 16, 2021	July 14, 2021
10	El Monte	Retailers with 300 employees nationwide and at least 10 employees at a location in El Monte. (120 days or 15 days after the City is classified within the Minimal Tier – Yellow)	\$4/hr	Yes	March 16, 2021	July 14, 2021
11	Alhambra	Publicly traded large retail grocery chains or drug stores that employ more than 10 employees per store and with large corporations that are publicly traded or employ at least 300 workers nationwide. (180 days ordinance)	\$5/hr	Yes	March 22, 2021	September 19, 2021
12	Pasadena	Grocery stores and pharmacies with more than 300 employees nationwide, and a staff of at least 10 in the city.	\$5/hr	No	N/A	
13	Irvine	Retail establishments including grocery stores, drug stores, or certain large retail stores that employ 20 or more employees at the location and who employ 500 or more employees nationally.	\$4/hr	Yes	March 25, 2021	July 23, 2021
14	Tustin	Employs at least 15 employees at the establishment in Tustin, and 300 or more employees nationally.	\$4/hr	No	April 20, 2021	N/A
15	South Pasadena	Grocery stores that that devote 70% or more of its business to retailing a general range of food products, which may be fresh or packaged. Additionally, grocery stores that employ 300 or more workers nationally and more than fifteen employees per location in the City. (60 day ordinance)	\$3/hr	Yes	April 21, 2021	June 20, 2021
16	Buena Park	Retail establishment employees at least 20 employees as the site or a network of franchises	\$4/hr	Yes	April 23, 2021	July 22, 2021

		employing 500 or more employees nationwide. (120 days or until the City is classified within the Moderate Tier – Orange. Amended April 13, 2021 to only 90 days - July 23, 2021)				
17	Whittier	Discussion on Direction	N/A	No	N/A	N/A
18	Calabasas	Discussion on Direction. Returning with Ordinance	N/A	Yes	Pending Ordinance	
19	Anaheim	Discussion on Direction. Returning with Ordinance (60 day ordinance)	\$3/hr	Yes	Pending Ordinance	
20	Downey	Discussion on Direction	N/A	N/A	Tabled	N/A

Average: Expiration July 14, 2021