

## Recent and Proposed Changes in Minimum Wage in California

State/ County	City	Current		Scheduled		Additional Scheduled Increases
		Min. Wage	Date	Min. Wage	Date	
Federal		\$7.25				
California		\$10.00	1/1/2016			
<b>Bay Area</b>						
Alameda	Berkeley <sup>1</sup>	\$11.00	10/1/2015	\$12.53	10/1/2016	
	Emeryville (large business with ≥ 56 employees)	\$14.44	7/2/2015	\$14.82	7/1/2016	Yes <sup>2</sup>
	Emeryville (small business with ≤ 55 employees)	\$12.25	7/2/2015	\$13.00	7/1/2016	Yes <sup>3</sup>
	Oakland	\$12.55	1/1/2016			
	Alameda, Albany, Dublin, Fremont, Hayward, Livermore, Newark Piedmont, Pleasanton, San Leandro, Union City	No local minimum wage ordinance				
Contra Costa	Richmond <sup>4</sup>	\$11.52	1/1/2016	\$12.30	1/1/2017	Yes <sup>5</sup>
	El Cerrito	\$9.00		\$11.60	7/1/2016	Yes <sup>6</sup>
	Antioch, Brentwood, Clayton, Concord, Danville, El Cerrito, Hercules, Lafayette, Martinez, Moraga, Oakley, Orinda, Pinole, Pittsburg, Pleasant Hill, San Pablo, San Ramon, Walnut Creek	No local minimum wage ordinance				
Marin	No local minimum wage ordinance					
Napa	No local minimum wage ordinance					
San Francisco	San Francisco	\$12.25	5/1/2015	\$13.00	7/1/2016	Yes <sup>7</sup>
San Mateo	No local minimum wage ordinance					
Santa Clara	San Jose	\$10.30	1/1/2015			
	Santa Clara	\$11.00	1/1/2016		1/1/2017	Yes <sup>8</sup>
	Sunnyvale	\$10.30	1/1/2015			
	Mountain View	\$11.00	1/1/2016	\$13.00	1/1/2017	Yes <sup>9</sup>
	Palo Alto	\$11.00	1/1/2016		1/1/2017	Yes <sup>10</sup>
	Campbell, Cupertino, Gilroy, Los Altos, Los Gatos, Milpitas, Monte Sereno, Morgan Hill, Saratoga	No local minimum wage ordinance				
Solano	No local minimum wage ordinance					
Sonoma	No local minimum wage ordinance					
<b>Northern California</b>						
Sacramento	Sacramento			\$10.50	1/1/2017	Yes <sup>11</sup>
<b>Southern California</b>						
San Diego	San Diego <sup>12</sup>	\$10.50	1/1/2016	\$11.50	1/1/2017	Yes <sup>13</sup>
Los Angeles	Pasadena			\$10.50	7/1/2016	
	Long Beach			\$10.50	1/1/2017	
	Santa Monica			\$13.25	7/1/2017	
	City of Los Angeles (large business with ≥26 employees) <sup>14</sup>	\$9.00		\$10.50	7/1/2016	Yes <sup>15</sup>
	City of Los Angeles (small business with ≤ 25 employees)	\$9.00		\$10.50	7/1/2017	Yes <sup>16</sup>
	Los Angeles County (applies to unincorporated areas and county employees, large business with ≥26 employees)	\$9.00		\$10.50	7/1/2016	Yes <sup>17</sup>
	Los Angeles County (applies to unincorporated areas and county employees, small business with ≤ 25 employees)	\$9.00		\$10.50	7/1/2017	Yes <sup>18</sup>

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<sup>1</sup> Berkeley's minimum wage law exempts nonprofit organizations for the first year.

<sup>2</sup> Emeryville: Large business minimum wage rates are adjusted annually for inflation every July 1 based on the annual increase in the local consumer price index (CPI).

<sup>3</sup> Emeryville: Small business minimum wage rates will increase in increments until 2019, at which point the small business minimum wage rate will match the large business minimum wage rate and both will be increased every July 1 by the local CPI.

<sup>4</sup> Richmond's minimum wage law allows employers that derive more than 50% of their income from transactions where goods and services produced in Richmond are shipped outside the city to pay an "intermediate" minimum wage that is the midpoint between the state and the city minimum wages. In addition, it exempts businesses that pay for less than 800 hours of employee labor during any two-week period. Minimum wage in Richmond is also \$1.50 less for employers who pay at least \$1.50/hour per employee for employer-compensated healthcare.

<sup>5</sup> Richmond: Additional scheduled increases are: \$12.30 by January 2017 and \$13.00 by January 2018.

<sup>6</sup> El Cerrito: Additional scheduled increases are: \$12.25 by January 1, 2017, \$13.60 by January 1, 2018, and \$15.00 by January 1, 2019.

<sup>7</sup> San Francisco: Additional scheduled increases are: \$14.00 by July 2017 and \$15.00 by July 2018.

<sup>8</sup> Santa Clara: Beginning January 1, 2017, and each year thereafter, the minimum wage will increase corresponding to the prior year's CPI. The adjusted minimum wage will be announced by October 1 of each year, and will become effective as the new minimum wage on January 1 of the following year.

<sup>9</sup> Mountain View: Additional scheduled increases are: \$13.00 by January 1, 2017 and \$15.00 by January 1, 2018. On every January 1 thereafter, the City Minimum Wage will increase by an amount corresponding to the prior year's Regional Consumer Price Index as reported by the U.S. Department of Labor's Bureau of Labor Statistics

<sup>10</sup> Palo Alto: Beginning January 1, 2016, and each year thereafter, the minimum wage will increase corresponding to the prior year's CPI. The adjusted minimum wage will be announced by October 1 of each year, and will become effective as the new minimum wage on January 1 of the following year.

<sup>11</sup> Sacramento: Additional scheduled increases are: \$11.00 by January 2018, \$11.75 by January 2019, and \$12.50 by January 2020. Minimum wage in Sacramento is also \$2.00 less for employers who provide health care; credits are also available to employers who provide job training.

<sup>12</sup> San Diego's minimum wage law is on hold pending the results of a referendum in 2016. Indexing for San Diego does not begin until 2019.

<sup>13</sup> San Diego: Additional scheduled increase is to \$11.50 by January 2017.

<sup>14</sup> City of Los Angeles' minimum wage law allows nonprofit organizations with more than 25 employees to apply for coverage under the small business schedule.

<sup>15</sup> City of Los Angeles: Additional scheduled increases for large businesses with  $\geq 26$  employees are: \$12.00 by July 2017, \$13.25 by July 2018, \$14.25 by July 2019, and \$15.00 by July 2020.

<sup>16</sup> City of Los Angeles: Small businesses with  $\leq 25$  employees will have an extra year to follow large businesses' increase schedule

<sup>17</sup> Los Angeles County: Additional scheduled increases for larger businesses with  $\geq 26$  employees are: \$12.00 by July 2017, \$13.25 by July 2018, \$14.25 by July 2019, and \$15.00 by July 2020.

<sup>18</sup> Los Angeles County: Small businesses with  $\leq 25$  employees will have an extra year to follow large businesses' increase schedule.