

**City and County Minimum Wage Ordinances
(As of 5/1/16)**

Jurisdiction	Adoption Date	Wage Increase	Additional Information
State of California	4/4/16	Employer with more than 26 employees: \$10.50 effective 1/1/17 \$11.00 on 1/1/18 \$12.00 on 1/1/19 \$13.00 on 1/1/20 \$14.00 on 1/1/21 \$15.00 on 1/1/22	
Berkeley	6/7/14	\$10.00 effective 10/1/14 \$11.00 on 10/1/15 \$12.53 on 10/1/16	Labor Commission Proposal: Would increase by \$1/year until it reaches \$19 in 2020 and include paid sick leave.
El Cerrito	11/19/15	\$11.60 on 7/1/16 \$12.25 on 1/1/17 \$13.60 on 1/1/18 \$15.00 on 1/1/19	Future increases made at beginning of the year based on Consumer Price Index
Emeryville	6/2/15	Increases depend on the size of the business. Small business is one with 55 or fewer employees. \$12.25 effective 7/2/15 for small businesses: \$13.00 on 7/1/16 \$14.00 on 7/1/17 \$15.00 on 7/1/18 \$14.44 effective 7/2/15 for large businesses: \$14.82 est. (CPI) \$15.20 est. (CPI) \$15.60 est. (CPI)	Includes additional Paid Sick Leave benefits beyond the State requirements.

Long Beach	1/19/16	\$10.50 on 1/1/17 \$12.00 on 1/1/18 \$13.00 on 1/1/19 \$14.00 on 1/1/20 \$15.00 on 1/1/21 (CPI beginning 2023)	Economic impact study conducted in 2019 before authorizing final two increases. Small businesses with 25 or fewer employees have one-year delay for each increase.
Los Angeles City	6/3/15	\$10.50 effective 7/1/16 \$12.00 by 7/1/17 \$13.25 by 7/1/18 \$14.25 by 7/1/19 \$15.00 by 2020	One-year delay in first increase for small business (25 or less employees).
Los Angeles County	7/1/15	\$10.50 on 7/1/16 \$12.00 on 7/1/17 \$13.25 on 7/1/18 \$14.25 on 7/1/19 \$15.00 on 7/1/20	For businesses with fewer than 25 employees, the phasing in process begins one year later in 2017, and ends in 2021.
Mountain View	10/27/15	\$10.30 effective 7/1/15 \$11.00 on 1/1/16 \$13.00 on 1/1/17 \$15.00 on 1/1/18 (CPI thereafter)	Contracts with San Jose for enforcement
Oakland	11/4/14	\$12.25 on 3/1/15	Ballot measure (Measure FF) passed in November 2014 to increase the wage from \$9.00/hr. to \$12.25/hr. Also sets base of 5 or 9 paid sick days provided by businesses depending on size.
Palo Alto	8/24/15	\$11.00 effective 1/1/16	Currently considering \$15 by 2018 Contracts with San Jose for enforcement.

Pasadena	2/1/16	\$10.50 on 7/1/16 \$12.00 on 7/1/17 \$13.25 on 7/1/18 \$14.25 on 7/1/19 \$15.00 on 7/1/20 (CPI thereafter)	Economic impact study conducted in 2019 before authorizing final two increases.
Richmond	5/6/14	\$9.60 on 1/1/15 \$11.52 on 1/1/16 \$12.30 on 1/1/17 \$13.00 on 1/1/18	Exemptions made for businesses that pay less than 800 hours of employee wages over a two-week period and businesses that derive more than 50 percent of income from transactions where the point of sale (but must pay an “intermediate wage”).
Sacramento	Recision under consideration	Proposal would phase in a local minimum wage of \$12.50 an hour by 2020	Includes exemptions for “total compensation” if employers can prove their workers take home at least \$15 hour with tips, employees under the age of 18 and adult workers with developmental disabilities.
San Diego City	Pending voter decision in June 2016	Proposal would phase in local minimum wage to \$11.50 by 1/1/17	Council passed a minimum wage ordinance on 7/28/14. Vetoed by Mayor on 8/8/14 and overridden on 8/19/14. Opponents collected signatures to reverse the Council decision and place as a ballot measure in 2016. Proposal includes 5 paid sick days annually.
San Francisco	11/4/14	\$11.05 on 1/1/15 \$12.25 on 5/1/15 \$13.00 on 7/1/16 \$14.00 on 7/1/17 \$15.00 on 7/1/18	Ballot measure (Proposition J) passed in November 2014. Provides different rates for youth trainees and senior subsidized employment to be capped at \$12.25 plus an annual CPI adjustment.
San Jose	3/11/13	\$10.00 on 3/11/13 \$10.15 on 1/1/14 \$10.30 on 1/1/15	Ballot measure (Measure D). No exemptions.
Santa Clara City	9/22/15	\$11.00 effective 1/1/16 (annual CPI adjustment)	Modeled after San Jose ordinance

Santa Monica	1/12/16	\$10.50 on 7/1/16 \$12.00 on 7/1/17 \$13.25 on 7/1/18 \$14.25 on 7/1/19 \$15.00 on 7/1/20 (CPI beginning 2022)	Small businesses with 25 or fewer employees and nonprofits have one- year delay for each increase.
Sunnyvale	4/12/16	\$11.00 on 1/1/16 \$13.00 on 1/1/17 \$15.00 on 1/1/18 (CPI thereafter)	Contracts with San Jose for enforcement