

Inventory of Local Minimum Wages (Selected Bay Area Cities)
Data from UC Berkeley Center for Labor Research and Education, Independent Research

Last updated: 11/15/2017 (UCB Center); 2/23/18 (Paul Nguyen, City of Hayward)

The information in the Minimum Wage Inventory is for informational purposes only and is not for the purpose of providing legal advice or documentation. Despite our best efforts, our inventory may not be immediately updated to reflect changes in laws, and may contain inaccuracies. Information on minimum wages should be confirmed with individual localities.
The inventory includes only minimum wages that were set by local ordinance; it does NOT include localities whose separate minimum wage was set by state law.

Locality (year enacted)	Minimum wage increase schedule															Law details		
	Wage before first increase	1st step		2nd step		3rd step		4th step		5th step		6th step		7th step		Is the minimum wage indexed?	Index details	Link to law text and/or website
		New minimum wage	Date of increase	New minimum wage	Date of increase	New minimum wage	Date of increase	New minimum wage	Date of increase	New minimum wage	Date of increase	New minimum wage	Date of increase	New minimum wage	Date of Increase			
State of California 25 Employees or Less	\$9.00	\$10.00	1/1/2017	\$10.50	1/1/2018	\$11.00	1/1/2019	\$12.00	1/1/2020	\$13.00	1/1/2021	\$14.00	1/22/2022	\$15.00	1/1/2023			Link
State of California 26 Employees or More	\$9.00	\$10.50	1/1/2017	\$11.00	1/1/2018	\$12.00	1/1/2019	\$13.00	1/1/2020	\$14.00	1/1/2021	\$15.00	1/22/2022					Link
Berkeley, CA (2016)	\$11.00	\$12.53	10/1/2016	\$13.75	10/1/2017	\$15.00	10/1/2018									yes (starting 7/1/2019)	S.F. CPI-W	link
Cupertino, CA (2016)	\$10.00	\$12.00	1/1/2017	\$13.50	1/1/2018	\$15.00	1/1/2019									yes	S.F. CPI-W not to exceed 5%	link
El Cerrito, CA (2015)	\$10.00	\$11.60	7/1/2016	\$12.25	1/1/2017	\$13.60	1/1/2018	\$15.00	1/1/2019							yes	S.F. CPI-W	link
Emeryville, CA (2015) large businesses (more than 55 employees)	\$9.00	\$14.44	7/1/2015	\$14.82	7/1/2016	\$15.20	7/1/2017	\$15.60 (est. w/ CPI)	7/1/2018	\$16.00 (est. w/ CPI)	7/1/2019	\$16.42 (est. w/ CPI)	7/1/2020			yes	S.F. CPI-U	link
Emeryville, CA (2015) small businesses (55 or fewer employees)	\$9.00	\$12.25	7/1/2015	\$13.00	7/1/2016	\$14.00	7/1/2017	\$15.00	7/1/2018	Same rate as large businesses	7/1/2019	Same rate as large businesses	7/1/2020					
Fremont	\$9.00	\$10.00	1/1/2017	\$10.50	1/1/2018	\$11.00	1/1/2019	\$12.00	1/1/2020	\$13.00	1/1/2021	\$ 14.00	1/22/2022	\$15.00	1/1/2023			
Hayward	\$9.00	\$10.00	1/1/2017	\$10.50	1/1/2018	\$11.00	1/1/2019	\$12.00	1/1/2020	\$13.00	1/1/2021	\$ 14.00	1/22/2022	\$15.00	1/1/2023			
Milpitas, CA (2017)	\$10.50	\$11.00	7/1/2017	\$12.00	1/1/2018	\$13.50	7/1/2018	\$15.00	7/1/2019							yes	S.F. CPI-W capped at 5%	link
Oakland, CA (2014)	\$9.00	\$12.25	3/1/2015	\$12.55	1/1/2016	\$12.86	1/1/2017	\$13.23	1/1/2018							yes	S.F. CPI-W	link
Richmond, CA (2014)	\$9.00	\$9.60	1/1/2015	\$11.52	1/1/2016	\$12.30	1/1/2017	\$13.00	1/1/2018							yes	S.F. CPI-W	link
San Francisco, CA (2014)	\$11.05	\$12.25	5/1/2015	\$13.00	7/1/2016	\$14.00	7/1/2017	\$15.00	7/1/2018							yes	S.F. CPI-W	link
San Jose, CA (2016)	\$10.50	\$12.00	7/1/2017	\$13.50	1/1/2018	\$15.00	1/1/2019									yes	S.F. CPI-W capped at 5%	link
San Leandro, CA (2016)	\$10.50	\$12.00	7/1/2017	\$13.00	7/1/2018	\$14.00	7/1/2019	\$15.00	7/1/2020							no	n/a	link
San Mateo, CA (2016)	\$10.00	\$12.00	1/1/2017	\$13.50	1/1/2018	\$15.00	1/1/2019									yes (starting 1/1/2020)	S.F. CPI-W	link
San Mateo, CA (2016) nonprofits	\$10.00	\$10.50	1/1/2017	\$12.00	1/1/2018	\$13.50	1/1/2019	Same rate as other businesses	1/1/20020									
Sunnyvale, CA (2014; amended 2016)	\$9.00	\$10.30	1/1/2015	\$11.00	7/1/2016	\$13.00	1/1/2017	\$15.00	1/1/2018							yes	S.F. CPI-W	link
Union City	\$9.00	\$10.00	1/1/2017	\$10.50	1/1/2018	\$11.00	1/1/2019	\$12.00	1/1/2020	\$13.00	1/1/2021	\$ 14.00	1/22/2022	\$15.00	1/1/2023			

*Data based on UC Berkeley Center for Labor Research and Education. The full national inventory is available at: <http://laborcenter.berkeley.edu/minimum-wage-living-wage-resources/>
**Highlighted rows denote East Bay cities with no ordinance. Data presented is for 25 or less employees. These cities were added to the table to provide additional context on the East Bay market.