

Inventory of Local Minimum Wage Ordinances (Cities and Counties)

UC Berkeley Center for Labor Research and Education

Last updated: 09/19/2019

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		Is the minimum wage indexed?	Index details	Is there a subminimum wage for tipped employees?	Details on subminimum wage for tipped employees	Do other forms of compensation count toward minimum wage?	Details on other forms of compensation	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							
Alameda, CA (2018)	\$12.00 (26+ employees) \$11.00 (<26 employees)	\$13.50	7/1/2019	\$15.00	7/1/2020							yes (starting 7/1/2022)	S.F. CPI-W capped at 5%	no	n/a	no	n/a	website
Belmont, CA (2017)	\$11.00 (26+ employees) \$10.50 (<26 employees)	\$12.50	7/1/2018	\$13.50	1/1/2019	\$15.00	1/1/2020	\$15.90	1/1/2021			yes	S.F. CPI-W	no	n/a	no	n/a	website ordinance
Berkeley, CA (2016) ¹	\$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	no	n/a	no	n/a	website
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%	no	n/a	no	n/a	website
Daly City, CA (2019)	\$12.00 (26+ employees) \$11.00 (<26 employees)	\$12.00	2/13/2019	\$13.75	1/1/2020	\$15.00	1/1/2021					yes	S.F. CPI-W not to exceed 3.5%	no	n/a	no	n/a	website
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	no	n/a	no	n/a	website
Emeryville, CA (2015) <i>large businesses (56 or more employees)</i>	\$9.00	\$14.44	7/1/2015									yes	S.F. CPI-U	no	n/a	no	n/a	website
Emeryville, CA (2015) <i>small businesses (55 or fewer employees)</i>	\$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							
Freemont, CA (2019) ³ <i>large businesses (26 or more employees)</i>		\$13.50	7/1/2019	\$15.00	7/1/2020							yes	S.F. CPI-W capped at 5%	no	n/a	no	n/a	website
Freemont, CA (2019) ³ <i>small businesses (25 or fewer employees)</i>		\$13.50	7/1/2020	\$15.00	7/1/2021	same as large businesses	7/1/2022											
Los Altos, CA (2016) ⁴	\$10.00	\$12.00	1/1/2017	\$13.50	1/1/2018	\$15.00	1/1/2019					yes	S.F. CPI-W capped at 5%	no	n/a	yes	commissions or guaranteed gratuities, not including discretionary tips	website
Milpitas, CA (2017) ⁵	\$10.50 (26+ employees) \$10.00 (<26 employees)	\$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%	no	n/a	no	n/a	website
Mountain View, CA (2015)	\$10.30	\$11.00	1/1/2016	\$13.00	1/1/2017	\$15.00	1/1/2018					yes	S.F. CPI-W	no	n/a	no	n/a	website
Oakland, CA (2014)	\$9.00	\$12.25	3/1/2015									yes	S.F. CPI-W	no	n/a	no	n/a	code website
Palo Alto, CA (2015) ¹³	\$9.00	\$11.00	1/1/2016	\$12.00	1/1/2017	\$13.50	1/1/2018	\$15.00	1/1/2019			yes	S.F. CPI-W capped at 5%	no	n/a	no	n/a	code website
Petaluma, CA (2019) ¹⁶ <i>large businesses (26 or more employees)</i>	\$13.00	\$15.00	1/1/2020									yes (starting 1/1/2021)	S.F. CPI-W	no	n/a	no	n/a	ordinance
Petaluma, CA (2019) ¹⁶ <i>small businesses (25 or fewer employees)</i>	\$12.00	\$14.00	1/1/2020	\$15.00	1/1/2021													
Redwood City, CA (2018)	\$11.00 (26+ employees) \$10.50 (<26 employees)	\$13.50	1/1/2019	\$15.00 + 2019 CPI	1/1/2020							yes	S.F. CPI-W	no	n/a	no	n/a	website
Richmond, CA (2014; 2017 update)	\$9.00	\$9.60	1/1/2015	\$11.52	1/1/2016	\$12.30	1/1/2017	\$13.41	1/1/2018	\$15.00	1/1/2021	yes	S.F. CPI-W	no	n/a	yes	MW is \$1.50 less for employers who pay at least \$1.50/hr per employee for employer-compensated health care	website
San Diego, CA (2014)	\$9.00	\$9.75	1/1/2015	\$10.50	1/1/2016	\$11.50	1/1/2017					yes (starting 1/1/2019)	U.S. CPI-W	no	n/a	no	n/a	website
San Francisco, CA (2014) ¹⁸	\$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	no	n/a	no	n/a	website
San Jose, CA (2016) ¹⁹	\$10.50 (26+ employees) \$10.00 (<26 employees)	\$12.00	7/1/2017	\$13.50	1/1/2018	\$15.00	1/1/2019					yes	S.F. CPI-W capped at 5%	no	n/a	no	n/a	website

San Leandro, CA (2016) ²⁰	\$10.50 (26+ employees) \$10.00 (<26 employees)	\$12.00	7/1/2017	\$13.00	7/1/2018	\$14.00	7/1/2019	\$15.00	7/1/2020	no	n/a	no	n/a	no	n/a	website
San Mateo, CA (2016)	\$10.50 (26+ employees) \$10.00 (<26 employees)	\$12.00	1/1/2017	\$13.50	1/1/2018	\$15.00	1/1/2019			yes (starting 1/1/2020)	S.F. CPI-W	no	n/a	no	n/a	website
San Mateo, CA (2016) <i>nonprofits</i>	\$10.50 (26+ employees) \$10.00 (<26 employees)	\$10.50	1/1/2017	\$12.00	1/1/2018	\$13.50	1/1/2019	same as other businesses	1/1/20020							
Santa Clara, CA (2015; 2017 update) ²¹	\$10.00	\$11.00	1/1/2016	\$11.10 (CPI increase per 2015 law)	1/1/2017	\$13.00	1/1/2018	\$15.00	1/1/2019	yes	S.F. CPI-W capped at 5%	no	n/a	no	n/a	website
Sonoma, CA (2019) <i>large businesses (26 or more employees)</i>	\$13.00	\$13.50	1/1/2020	\$15.00	1/1/2021	\$16.00	1/1/2022	\$17.00	1/1/2023	yes	CPI index TBA	no	n/a	yes	\$1.50 health benefit credit to go into effect 1/1/2021	ordinance website
Sonoma, CA (2019) <i>small businesses (25 or fewer employees)</i>	\$12.00	\$12.50	1/1/2020	\$14.00	1/1/2021	\$15.00	1/1/2022	\$16.00	1/1/2023							
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	no	n/a	no	n/a	website

Under Berkeley's minimum wage law, for the Employer Youth Works and for job training participants up to 25 years of age in youth job training programs operated by nonprofit corporations or government entities, the minimum wage schedule is: \$12.00 on 10/1/2017, and \$13.25 on 10/1/2018.

* This table does not summarize all provisions of the laws; see law text for additional details.

Freemont's minimum wage ordinance exempts employees of nonprofit organizations, and employees who are standing by or on-call. See the ordinance for more information.

Until the minimum wage reaches \$15.00, the Milpitas City Council will annually assess if economic conditions can support a minimum wage increase. See the ordinance for details on required conditions which, if not met, will permit the City Council to temporarily suspend the next The Palo Alto ordinance was amended in 2016 to add steps 2, 3, and 4.

In Petaluma, learners between the ages of 14 and 17 can be paid 85 percent of the minimum wage during their first 160 hours of employment.

A small number of "government supported employees" in San Francisco are subject to a lower minimum wage rate; see <http://sfgov.org/olse/minimum-wage-ordinance-mwo> for details.

Until the San Jose minimum wage reaches \$15.00, each increase may be postponed for one year if certain economic conditions are not met; see ordinance for details.

Employees in San Leandro up to age 25 who are employed by a nonprofit or governmental entity for after school or summer employment, or as a student intern, or as a volunteer, or as a trainee are exempted from the minimum wage for up to 120 days.

Until the minimum wage reaches \$15.00, the Santa Clara City Council will annually assess if economic conditions can support a minimum wage increase. See the ordinance for details on required conditions which, if not met, will permit the City Council to temporarily suspend the