



Jurisdiction (City/County)	Description (Dates/Amounts)		Consumer Price Index	Exemptions	Paid Sick Leave	Service Charge	Agency/Dept. Responsible for Enforcement
STATE							
State of California	26 employees or more: Jan. 1, 2019 - \$12.00 Jan. 1, 2020 - \$13.00 Jan. 1, 2021 - \$14.00 Jan. 1, 2022 - \$15.00	25 employees or less: Jan. 1, 2019 - \$11.00 Jan. 1, 2020 - \$12.00 Jan. 1, 2021 - \$13.00 Jan. 1, 2022 - \$14.00 Jan. 1, 2023 - \$15.00	Beginning in 2024, the wage would be annually indexed according to the U.S. Bureau of Labor Statistics CPI for Urban Wage Earners and Clerical Workers (U.S. CPI-W). Increases capped at 3.5% annually.	N/A	Accrual rate is 1 hour of paid sick leave for every 30 hours worked (no less than 24 hours).	N/A	CA Labor and Workforce Development Agency – Division of Labor Standards Enforcement
BAY AREA REGION							
City of Alameda	July 1, 2019 - \$13.50 July 1, 2020 - \$15.00		Beginning on July 1, 2022, and annually thereafter, the wage will be indexed according to the Consumer Price Index for Urban Wage Earners and Clerical Workers for the San Francisco-Oakland-San Jose, CA metropolitan area by no more than 5% annually.	N/A	N/A	N/A	City of Alameda Economic Development Department
Belmont	January 1, 2019 - \$13.50 January 1, 2020 - \$15.00 January 1, 2021 - \$15.90		Beginning on January 1, 2022 the wage will be indexed according to the Consumer Price Index for Urban Wage Earners and Clerical Workers for the San Francisco-Oakland-San	N/A	N/A	N/A	The City of Belmont City Manager’s Office



			Jose, CA metropolitan statistical area.				
Berkeley	July 1, 2019 (CPI) - \$15.59		Beginning July 2019, the wage will be annually indexed according to the Consumer Price Index for Urban Wage Earners and Clerical Workers for the San Francisco-Oakland-San Jose, CA metropolitan statistical area.	Job training programs (25 years or younger) operated by nonprofits, corporations or government agencies will be on a different wage path.	72 hours for "Large Business" and 48 hours for "Small Business" defined as 25 or fewer employees.	Service charges shall be used by the employer to directly benefit the employees. No part of these charges may be paid to the employer.	The City of Berkeley Department of Health, Housing & Community Services
Cupertino	Jan. 1, 2019 - \$15.00		Beginning January 2020, the wage will be indexed according to the Consumer Price Index for Urban Wage Earners and Clerical Workers for the San Francisco-Oakland-San Jose, CA metropolitan statistical area.	N/A	N/A	N/A	The City of San Jose Office of Equality Assurance
El Cerrito	Jan. 1, 2019 - \$15.00		Beginning in 2020, the wage will be indexed according to the Consumer Price Index for Urban Wage Earners and Clerical Workers for the San Francisco-Oakland-San Jose, CA metropolitan statistical area.	N/A	N/A	N/A	City of El Cerrito's Office of the City Manager – Minimum Wage Compliance Program
Emeryville	All employers (except Small Independent Restaurants): July 1, 2019 - \$16.30	Small Independent Restaurant (20 or fewer)	Wage for all employers other than "small independent restaurants" is	Learners wage of 85% of the current Minimum Wage	72 Hours for "Large Business"	Yes	City of Emeryville



	July 1, 2020 - \$16.42	<p>global locations): July 1, 2019 - <u>\$15.00</u></p> <p>July 1, 2020 – (local minimum wage) x 93% = <u>\$15.27</u></p> <p>July 1, 2021 – (local minimum wage) x 94%</p> <p>July 1, 2022 – (local minimum wage) x 95%</p> <p>July 1, 2023 – (local minimum wage) x 96%</p> <p>July 1, 2024 – (local minimum wage) x 97%</p> <p>July 1, 2025 - (local minimum wage) x 98%</p> <p>July 1, 2026 - (local minimum wage) x 99%</p> <p>July 1, 2027 – rejoin local minimum wage with all other employers</p>	indexed every July according to the CPI Urban Wage Earners and Clerical Workers, San Francisco-Oakland-San Jose, CA for all items.	for the first 160 hours of employment.	and 48 hours for “Small Business.”		
Los Altos	Jan. 1, 2019 - \$15.00		Beginning in 2020, the wage will be indexed according to the CPI Urban Wage Earners and Clerical Workers, San Francisco-Oakland-San Jose, CA for all items.	N/A	N/A	N/A	The City of San Jose Office of Equality Assurance
Milpitas	July 1, 2019 - \$15.00		Beginning July 1, 2020, CPI increases will be	N/A	N/A	N/A	City of Milpitas City Manager’s Office



		<p>tied to the CPI Urban Wage Earners and Clerical Workers, San Francisco-Oakland-San Jose, CA</p>				
<p>Mountain View</p>	<p>Jan 1, 2019 (CPI) - \$15.65</p>	<p>The wage is annually indexed according to the CPI Urban Wage Earners and Clerical Workers, San Francisco-Oakland-San Jose, CA for all items.</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	<p>City of Mountain View City Manager's Office</p>
<p>Oakland</p>	<p>Jan 1, 2019 (CPI) - \$13.80</p>	<p>The wage is annually indexed according to the Consumer Price Index for urban wage earners and clerical workers for the San Francisco-Oakland-San Jose, CA metropolitan statistical area.</p>	<p>N/A</p>	<p>72 hours for "Large Employers" and 40 hours for "Small Employers" defined as less than 10 employees.</p>	<p>Yes</p>	<p>City of Oakland Contracts and Compliance Division</p>



Palo Alto	Jan. 1, 2019 - \$15.00	Wage is annually indexed according to the Consumer Price Index Urban Wage Earner and Clerical Workers, U.S. City Average for all items.	N/A	N/A	N/A	The City of San Jose Office of Equality Assurance
Redwood City	Jan. 1, 2019 - \$13.50 Jan. 1, 2020 - \$15.00 + CPI for 2019	Beginning on January 1, 2021, and every January thereafter, the wage will be indexed according to the Consumer Price Index for Urban Wage Earners and Clerical Workers for the San Francisco-Oakland-San Jose, CA metropolitan statistical area.	State, federal, and county agencies shall not be required to pay minimum wage when work performed is related to their governmental function, nor shall any organization claiming "auxiliary organization status".	N/A	N/A	The City of San Jose Office of Equality Assurance
Richmond	Jan. 1, 2019 - \$15.00	The wage is annually indexed according to the Consumer Price Index for Urban Wage Earners and Clerical Workers for the San Francisco-Oakland-San Jose, CA metropolitan statistical area.	\$1.50 per hour per Employee medical benefits can pay the "Intermediate Minimum Wage."	N/A	N/A	City of Richmond Employment and Training Department
San Francisco	July 1, 2019 (CPI) - \$15.59	Beginning on July 1, 2019 the wage will be annually indexed according to the	N/A	72 hours for "Large Employers" and 40 hours for	Regulations on Surcharges	City and County of San Francisco Office of Labor Standards Enforcement



		Consumer Price Index for Urban Wage Earners and Clerical Workers for the San Francisco-Oakland-San Jose, CA metropolitan statistical area.		“Small Employers” defined as less than 10 employees.		
San Jose	Jan. 1, 2019 - \$15.00	Beginning on January 1, 2020, and every January thereafter, the wage will be indexed according to the Consumer Price Index for Urban Wage Earners and Clerical Workers for the San Francisco-Oakland-San Jose, CA metropolitan statistical area.	“Youth Training Program” participants in temporary employment programs coordinated by a nonprofit or government entity serving disadvantage youth under the age of 17.	N/A	N/A	The City of San Jose Office of Equality Assurance
San Leandro	July 1, 2019 - \$14.00 July 1, 2020 - \$15.00	N/A	Employees who are standing by or on-call.	N/A	N/A	City of San Leandro City Manager’s Office
City of San Mateo	Jan. 1, 2019 - \$15.00	Beginning in January 2020, and every January thereafter, the wage will be indexed according to the Consumer Price Index for Urban Wage Earners and Clerical Workers for the San Francisco-Oakland-San Jose, CA metropolitan statistical area.	N/A	N/A	N/A	City of San Mateo City Manager’s Office



City of Santa Clara	Jan. 1, 2016 - \$11.00 Jan. 1, 2017 - \$11.10 Jan. 1, 2018 - \$13.00 Jan. 1, 2019 - \$15.00	The wage is indexed annually according to the Consumer Price Index Urban Wage Earner and Clerical Workers, U.S. City Average for all items.	N/A	N/A	N/A	The City of San Jose Office of Equality Assurance
Sunnyvale	Jan 1, 2019 (CPI) - \$15.65	The wage is indexed annually according to the Consumer Price Index for Urban Wage Earners and Clerical Workers for the San Francisco-Oakland-San Jose, CA metropolitan statistical area.	N/A	N/A	N/A	The City of San Jose Office of Equality Assurance



LOS ANGELES REGION

City of Los Angeles	26 employees or more: July 1, 2019 - \$14.25 July 1, 2020 \$15.00	25 employees or less: July 1, 2019 - \$13.25 July 1, 2020 - \$14.25 July 1, 2021 \$15.00	Beginning in 2022, the wage will be annually indexed according to the Urban Wage Earners and Clerical Workers for the Los Angeles metropolitan area (Los Angeles-Riverside-Orange County, CA).	N/A	6 days sick leave with doctor's note required for 3 consecutive days (delayed implementation for less than 26 employees beginning on July 1, 2017)	N/A	City of Los Angeles Office of Wage Standards
County of Los Angeles <i>Only applies to unincorporated areas of the county.</i>	26 employees or more: July 1, 2019 - \$14.25 July 1, 2020 \$15.00	25 employees or less: July 1, 2019 - \$13.25 July 1, 2020 - \$14.25 July 1, 2021 \$15.00	Beginning in 2022, the wage will be annually indexed according to the Urban Wage Earners and Clerical Workers for the Los Angeles metropolitan area (Los Angeles-Riverside-Orange County, CA).	N/A	N/A	N/A	County of Los Angeles Department of Consumer and Business Affairs
Malibu	26 employees or more: July 1, 2019 - \$14.25 July 1, 2020 \$15.00	25 employees or less: July 1, 2019 - \$13.25 July 1, 2020 - \$14.25 July 1, 2021 \$15.00	Beginning in 2022, the wage will be annually indexed according to the Urban Wage Earners and Clerical Workers for the Los Angeles metropolitan area (Los Angeles-Riverside-Orange County, CA).	N/A	N/A	N/A	N/A



Pasadena	26 employees or more: July 1, 2019 - \$14.25 July 1, 2020 - \$15.00	25 employees or less: July 1, 2019 - \$13.25 July 1, 2020 - \$14.25 July 1, 2021 - \$15.00	Beginning July 1, 2022 and each July thereafter the wage will be indexed according to the Urban Wage Earners and Clerical Workers for the Los Angeles-Riverside-Orange County, CA.	N/A	N/A	N/A	
Santa Monica	26 employees or more: July 1, 2019 - \$14.25 July 1, 2020 - \$15.00 CPI on July 1, 2022	25 employees or less: July 1, 2019 - \$13.25 July 1, 2020 - \$14.25 July 1, 2021 - \$15.00	Beginning 2022, the wage will be annually indexed according to the Urban Wage Earners and Clerical Workers for the Los Angeles metropolitan area (Los Angeles-Riverside-Orange County, CA).	N/A	For every 30 hours worked, 1 hour of paid sick leave accrued. In 2017- at least 32 hours for businesses with 25 or more employees and 40 hours for businesses with 26 or more employees. In 2018- at least 40 hours for businesses with 25 or more employees and 72 hours for businesses with 26 or more employees.	N/A	City of Santa Monica will contract with the County of Los Angeles Bureau of Consumer and Business Affairs for enforcement services.