

CITY		2018 MINIMUM WAGE RATES	
California State	Year	1-25 employees	26+ employees
	2017	\$10.00	\$10.50
	2018	\$10.50	\$11.00
	2019	\$11.00	\$12.00
	2020	\$12.00	\$13.00
	2021	\$13.00	\$14.00
	2022	\$14.00	\$15.00
	2023	\$15.00	Based on CPI
Berkeley	Oct. 1, 2016	\$12.53	
	Oct. 1, 2017	\$13.75	
	Oct. 1, 2018	\$15.00	
	Oct. 1, 2019	Tied to CPI	
Cupertino	Jan. 1, 2017	\$12.00	
	Jan. 1, 2018	\$13.50	
	Jan. 1, 2019	\$15.00	
	Jan. 1, 2020	\$15.35 (estimated based on CPI)	
El Cerrito	July 1, 2016	\$11.60	
	Jan. 1, 2017	\$12.25	
	Jan. 1, 2018	\$13.60	
	Jan. 1, 2019	\$15.00	
	Jan. 1, 2020	Based on CPI	
Emeryville		Small Employers (1-55 employees)	Large Employers (56+ employees)
	July 1, 2017	\$14.00	\$14.82
	July 1, 2018	\$15.00	\$15.69
	July 1, 2019	\$16.00	\$16.00 (Estimated CPI)
Los Altos	Jan. 1, 2017	\$12.00	
	Jan. 1, 2018	\$13.50	
	Jan. 1, 2019	\$15.00	
Los Angeles City & County, Malibu, Santa Monica		Small Employers (1-25 employees)	Large Employers (26+ employees)
	July 1, 2017	\$10.50	\$12.00
	July 1, 2018	\$12.00	\$13.25
	July 1, 2019	\$13.25	\$14.25
	July 1, 2020	\$14.25	\$15.00
	July 1, 2021	\$15.00	Linked to CPI
Milpitas	July 1, 2017	\$11.00	
	Jan. 1, 2018	\$12.00	
	July 1, 2018	\$13.50	
	July 1, 2019	\$15.00	
	July 1, 2020	Based on CPI	

CITY	2018 MINIMUM WAGE RATES		
Mountain View	July 1, 2017	\$13.00	
	Jan. 1, 2018	\$15.00	
	Jan.1 each year	Based on CPI	
Oakland	Jan. 1, 2018	\$13.23	
Palo Alto	Jan. 1, 2017	\$12.00	
	Jan. 1, 2018	\$13.50	
	Jan. 1, 2019	\$15.00	
Pasadena		Small Employers (1-25 employees)	Large Employers (26+ employees)
	July 1, 2016	\$10.00	\$10.50
	July 1, 2017	\$10.50	\$12.00
	July 1, 2018	\$12.00	\$13.25
Richmond		Employee Benefits	No Benefits
	July 1, 2016	\$10.02	\$11.52
	July 1, 2017	\$10.08	\$12.30
	July 1, 2018	\$11.91	\$13.41
	July 1, 2019	\$13.50	\$15.00
San Diego	Jan. 1, 2017	\$11.50/hr	
	Jan. 1, 2019	Based on CPI	
	Jan.1 each year	Based on CPI	
San Francisco	July 1, 2017	\$14.00	
	July 1, 2018	\$15.00	
	July 1, 2019	CPI	
San Jose	July 1, 2017	\$12.00	
	Jan. 1, 2018	\$13.50	
	Jan. 1, 2019	\$15.00	
San Leandro	July 1, 2017	\$12.00	
	July 1, 2018	\$13.00	
San Mateo		Non-Profit	For-Profit
	Jan. 1, 2017	\$10.50	\$12.00
	Jan. 1, 2018	\$12.00	\$13.50
	Jan. 1, 2019	\$13.50	\$15.00
	Jan. 1, 2020	\$15.00	\$15.00 + CPI
	Jan. 1, 2021	CPI	CPI
Santa Clara	Jan. 1, 2018	\$13.00	
	Jan. 1, 2019	\$14.00	
	Jan. 1, 2020	\$15.00	
Sunnyvale	Jan. 1, 2017	\$13.00	
	Jan. 1, 2018	\$15.00	
	Jan. 1, 2019	Based on CPI	