

**2020-2021**  
**MINIMUM WAGE RATES**

CALIFORNIA STATE	Year	1-25 employees	26+ employees
	2020	\$12.00	\$13.00
	2021	\$13.00	\$14.00
	2022	\$14.00	\$15.00
	2023	\$15.00	Based on CPI
CITIES/COUNTIES		1-25 employees	26+ employees
<b>Los Angeles City &amp; County, Malibu, Santa Monica</b>	July 1, 2020	\$14.25	\$15.00
	July 1, 2021	\$15.00	\$15.00
<b>Pasadena</b>	July 1, 2020	\$14.25	\$15.00
	July 1, 2021	\$15.00	\$15.00
<b>Emeryville</b>		<b>1-55 employees</b>	<b>56+ employees</b>
	July 1, 2020	\$16.42 (Estimated CPI)	\$16.42 (Estimated CPI)
<b>No Difference in Wage Rate for Employer Size for Cities Below</b>			
<b>Berkeley</b>	July 1, 2020	Tied to CPI	
<b>Cupertino</b>	Jan. 1, 2020	\$15.35	
	Jan. 1, 2021	\$15.65 (based on CPI)	
<b>El Cerrito</b>	Jan. 1, 2020	15.37	
	Jan. 1, 2021	Tied to CPI	
<b>Los Altos</b>	Jan. 1, 2020	\$15.40	
<b>Milpitas</b>	July 1, 2020	Based on CPI	
<b>Mountain View</b>	Jan. 1, 2020	\$16.05	
<b>Oakland</b>	Jan. 1, 2020	\$14.14	
<b>Palo Alto</b>	Jan. 1, 2020	\$15.40	
<b>Richmond</b>		<b>Employee w/Benefits</b>	<b>No Benefits</b>
	July 1, 2020	\$13.50	\$15.00
CITIES/COUNTIES		<b>2020 MINIMUM WAGE RATES</b>	
<b>San Diego</b>	Jan. 1, 2020	\$13.00	
	Jan. 1 each year	Based on CPI	
<b>San Francisco</b>	July 1, 2020	Based on CPI	
<b>San Leandro</b>	July 1, 2020	\$15.00	
<b>San Mateo</b>		<b>Non-Profit</b>	<b>For-Profit</b>
	Jan. 1, 2020	\$15.38	\$15.38
	Jan. 1, 2021	Based on CPI	Based on CPI
<b>Sunnyvale</b>	Jan 1, 2020	\$16.05	
	Jan. 1, 2021	Based on CPI	