

2020
MINIMUM WAGE RATES

CALIFORNIA STATE	Year	1-25 employees	26+ employees
	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
CITIES/COUNTIES		1-25 employees	26+ employees
Los Angeles City & County, Malibu, Santa Monica	July 1, 2019	\$13.25	\$14.25
	July 1, 2020	\$14.25	\$15.00
	July 1, 2021	\$15.00	\$15.00
Pasadena	July 1, 2019	\$13.25	\$14.25
	July 1, 2020	\$14.25	\$15.00
	July 1, 2021	\$15.00	\$15.00
Emeryville		1-55 employees	56+ employees
	July 1, 2019	\$16.30	\$16.30
	July 1, 2020	\$16.42 (Estimated CPI)	\$16.42 (Estimated CPI)
No Difference in Wage Rate for Employer Size for Cities Below			
Berkeley	July 1, 2019	\$15.59	
	July 1, 2020	Tied to CPI	
Cupertino	Jan. 1, 2019	\$15.00	
	Jan. 1, 2020	\$15.35	
	Jan. 1, 2021	\$15.65 (estimated based on CPI)	
El Cerrito	Jan. 1, 2019	\$15.00	
	Jan. 1, 2020	15.37	
	Jan. 1, 2021	Tied to CPI	
Los Altos	Jan. 1, 2019	\$15.00	
	Jan. 1, 2020	\$15.40	
Milpitas	July 1, 2019	\$15.00	
	July 1, 2020	Based on CPI	
Mountain View	Jan. 1, 2019	\$15.65	
	Jan. 1, 2020	\$16.05	
Oakland	Jan. 1, 2019	\$13.80	
	Jan. 1, 2020	\$14.14	
Palo Alto	Jan. 1, 2019	\$15.00	
	Jan. 1, 2020	\$15.40	
Richmond		Employee w/Benefits	No Benefits
	July 1, 2019	\$13.50	\$15.00
	July 1, 2020	\$13.50	\$15.00

CITIES/COUNTIES		2020 MINIMUM WAGE RATES	
San Diego	Jan. 1, 2019 Jan. 1, 2020 Jan. 1 each year	\$12.00 \$15.00 Based on CPI	
San Francisco	July 1, 2019 July 1, 2020	\$15.59 Based on CPI	
San Jose	Jan. 1, 2019 Jan. 1, 2020	\$15.00 \$15.25	
San Leandro	July 1, 2019 July 1, 2020	\$14.00 \$15.00	
San Mateo	Jan. 1, 2019 Jan. 1, 2020 Jan. 1, 2021	Non-Profit \$13.50 \$15.38 Based on CPI	For-Profit \$15.00 \$15.38 Based on CPI
Santa Clara	Jan. 1, 2019 Jan. 1, 2020	\$15.00 \$15.40	
Sunnyvale	Jan. 1, 2019 Jan 1, 2020 Jan. 1, 2021	\$15.65 \$16.05 Based on CPI	