

Local Minimum Wage Increases Coming July 1, 2020

California cities and counties have the authority to set minimum wages higher than the state of California's minimum wage. Many localities throughout California have passed their own statutes to provide employees with higher minimum wage rates than current state rates. Various localities are set to increase minimum wage rates effective **July 1, 2020** and employers throughout California should be aware of the relevant increases. The table below indicates each locality set to increase, its current minimum wage, and increased minimum wage.

Please be advised that on January 1, 2021, California's minimum wage is set to increase to \$14.00 for employers with 26 or more employees and \$13.00 for employers with 25 or less employees. Due to their higher rates, the localities listed below will not be affected by the state's January 1 increase.

Locality	Pre-July 1, 2020 Rate	July 1, 2020 Rate
Alameda	\$13.50	\$15.00
Berkeley	\$15.59	\$16.07
Emeryville	\$16.30	\$16.84
Fremont (26 or more employees)	\$13.50	\$15.00
Fremont (25 or less employees)	\$11.00	\$13.50
Los Angeles (City) (26 or more employees)	\$14.25	\$15.00
Los Angeles (City) (25 or less employees)	\$13.25	\$14.25
Los Angeles County (unincorporated areas) (26 or more employees)	\$14.25	\$15.00
Los Angeles County (unincorporated areas) (25 or less employees)	\$13.25	\$14.25
Malibu (26 or more employees)	\$14.25	\$15.00
Malibu (25 or less employees)	\$13.25	\$14.25
Milpitas	\$15.00	\$15.40
Novato (100 or more employees)	\$13.00	\$15.00

Locality	Pre-July 1, 2020 Rate	July 1, 2020 Rate
Novato (26-99 employees)	\$13.00	\$14.00
Novato (25 or less employees)	\$12.00	\$13.00
Pasadena (26 or more employees)	\$14.25	\$15.00
Pasadena (25 or less employees)	\$13.25	\$14.25
San Francisco	\$15.59	\$16.07
San Leandro	\$14.00	\$15.00
Santa Monica (26 or more employees)	\$14.25	\$15.00
Santa Monica (25 or less employees)	\$13.25	\$14.25
Santa Rosa (26 or more employees)	\$13.00	\$15.00
Santa Rosa (25 or less employees)	\$12.00	\$14.00

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