

Dear Clients- Please be aware that several local minimum wage increases will occur within the next six (6) months. Below, we have outlined several minimum wage increases taking effect in local municipalities within the State of California. We have created this guide for your convenience but strongly urge you to ensure you are in compliance with any minimum wage laws that apply to your business.

City	Current Minimum Wage Rate	New Minimum Wage Rate	Effective Date
Berkeley	\$13.75/hour	\$15/hour	October 1, 2018
Cupertino	\$13.50/hour	\$15/hour	January 1, 2019
El Cerrito	\$13.60/hour	\$15/hour	January 1, 2019
Emeryville	Employers with 55 or fewer employees: \$14/hour	Employers with 55 or fewer employees: \$15/hour	July 1, 2018
	Employers with more than 55 employees: \$15.20/hour	Employers with more than 55 employees: \$15.60	
Los Altos	\$13.50/hour	\$15/hour	January 1, 2019
Los Angeles City	Employers with 25 or fewer employees: \$10.50/hour	Employers with 25 or fewer employees: \$12/hour	July 1, 2018
	Employers with 26 or more employees: \$12/hour	Employers with 26 or more employees: 13.25/hour	
Los Angeles County (Unincorporated Areas)	Employers with 25 or fewer employees: \$10.50/hour	Employers with 25 or fewer employees: \$12/hour	July 1, 2018
	Employers with 26 or more employees: \$12/hour	Employers with 26 or more employees: \$13.25/hour	
Malibu	Employers with 25 or fewer employees: \$10.50/hour	Employers with 25 or fewer employees: \$12/hour	July 1, 2018
	Employers with 26 or more employees: \$12/hour	Employers with 26 or more employees: \$13.25/hour	
Milpitas	\$12/hour	\$13.50/hour	July 1, 2018
Mountain View	\$15/hour	\$15.65/hour	July 1, 2019*
Oakland	\$13.23/hour	\$13.80	January 1, 2019
Palo Alto	\$13.50/hour	\$15/hour	January 1, 2019
Pasadena	Employers with 25 or fewer employees: \$10.50/hour	Employers with 25 or fewer employees: \$12/hour	July 1, 2018
	Employers with 26 or more employees: \$12/hour	Employers with 26 or more employees: \$13.25/hour	

*Annual increases tied to Consumer Price Index or other index, and announced by cities in advance of effective date.

Richmond	\$13.41/hour	\$15/hour	January 1, 2019
San Diego	\$11.50/hour	\$12.00/hour	January 1, 2019
San Francisco	\$14/hour	\$15/hour	July 1, 2018
San Jose	\$13.50/hour	\$15/hour	January 1, 2019
San Leandro	\$12/hour	\$13/hour	July 1, 2018
San Mateo	\$13.50/hour	\$15/hour	January 1, 2019
	Nonprofits: \$12/hour	Nonprofits: 13.50/hour	
Santa Clara	\$13/hour	\$15/hour	January 1, 2019
Santa Monica	Employers with 25 or fewer employees: \$10.50/hour	Employers with 25 or fewer employees: \$12/hour	July 1, 2018
	Employers with 26 or more employees: \$12/hour	Employers with 26 or more employees: \$13.25/hour	
Sunnyvale	\$15/hour	\$15.65/hour	January 1, 2019

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