

## STATE AND LOCAL MINIMUM WAGE INCREASES

The Statewide minimum wage increased to \$13.00 for employers with 25 or fewer employees and \$14.00 for employers with 26 or more employees on January 1, 2021.. In addition, local jurisdictions, set higher rates.

A complete list of statewide and local can be found below.

To access a particular wage rate, place your cursor on the desired link under the Associated Website column, right click, scroll to “Open Hyperlink” and then left click.

### **CALIFORNIA MINIMUM WAGE AND PAID SICK LEAVE BY LOCAL JURISDICTION**

A number of counties and cities in the Bay Area, Los Angeles Metropolitan Area, and San Diego County have passed minimum wage and paid sick leave ordinances that are higher than the state standards. The table below lists the current (higher) rate in those jurisdictions and any future increase through 2020. The list will be updated if other California counties or cities pass minimum wage or sick leave ordinances.

| <b>Jurisdiction</b>     | <b>Effective Date</b> | <b>Minimum Wage Rate</b>  | <b>Posting Wage Requirement</b> | <b>Paid Sick Leave</b> | <b>Associated Website</b>                                   |
|-------------------------|-----------------------|---|---------------------------------|------------------------|---|
| <b>Federal</b>          | 1/1/2021              | \$7.25/hour   | Yes                             | No                     | <a href="https://bit.ly/2iACTgg">https://bit.ly/2iACTgg</a> |
| <b>California</b>       | 1/1/2021              | \$13.00/hour-25 or fewer employees<br>\$14.00/hour-26 or more employees | Yes                             | Yes                    | <a href="https://bit.ly/3sfST8X">https://bit.ly/3sfST8X</a> |
| <b>San Diego (City)</b> | 1/1/2021              | \$15.00/hour  | Yes                             | Yes                    | <a href="https://bit.ly/29NuTGa">https://bit.ly/29NuTGa</a> |
| <b>Bay Area</b>         |                       |   |                                 |                        |   |
| Alameda                 | 1/1/2021              | \$15.00/hour  | Yes                             | No                     | <a href="https://bit.ly/2lYJHrN">https://bit.ly/2lYJHrN</a> |
| Belmont                 | 1/1/2021              | \$15.90/hour  | Yes                             | No                     | <a href="https://bit.ly/3i1Rn5N">https://bit.ly/3i1Rn5N</a> |
| Berkeley                | 1/1/2021              | \$16.07/hour + CPI (on 7/1)   | Yes                             | Yes                    | <a href="https://bit.ly/3qffG35">https://bit.ly/3qffG35</a> |
| Cupertino               | 1/1/2021              | \$15.65/hour  | Yes                             | No                     | <a href="https://bit.ly/3ozsGjC">https://bit.ly/3ozsGjC</a> |
| Daly City               | 1/1/2021              | \$15.00/hour  | Yes                             | No                     | <a href="https://bit.ly/396WU6M">https://bit.ly/396WU6M</a> |

|               |          |   |     |     |   |
|---------------|----------|---|-----|-----|---|
| El Cerrito    | 1/1/2021 | \$15.61/hour  | Yes | No  | <a href="https://bit.ly/2Pz0ezP">https://bit.ly/2Pz0ezP</a> |
| Emeryville    | 1/1/2021 | \$16.84/hour + CPI (on 7/1)   | Yes | No  | <a href="https://bit.ly/2bpl7o4">https://bit.ly/2bpl7o4</a> |
| Freemont      | 1/1/2021 | \$15.00/hour-25 or fewer employees<br>\$15.00/hour-26 or more employees<br>CPI (on 7/1) | Yes | No  | <a href="https://bit.ly/2kMnhtL">https://bit.ly/2kMnhtL</a> |
| Hayward       | 1/1/2021 | \$14.00/hour-25 or fewer employees<br>\$15.00/hour-26 or more employees                 | Yes | No  | <a href="https://bit.ly/3nyvE6v">https://bit.ly/3nyvE6v</a> |
| Los Altos     | 1/1/2021 | \$15.65/hour  | Yes | No  | <a href="https://bit.ly/2PFKITa">https://bit.ly/2PFKITa</a> |
| Milpitas      | 1/1/2021 | \$15.40/hour<br>CPI (on 7/1)  | Yes | No  | <a href="https://bit.ly/2ITf1IJ">https://bit.ly/2ITf1IJ</a> |
| Mountain View | 1/1/2021 | \$16.30/hour  | Yes | No  | <a href="https://bit.ly/2mkgPut">https://bit.ly/2mkgPut</a> |
| Novato        | 1/1/2021 | \$14.00/hour-25 or fewer employees<br>\$15.00/hour-26 or more employees                 | Yes | No  | <a href="https://bit.ly/35pQGxQ">https://bit.ly/35pQGxQ</a> |
| Oakland       | 1/1/2021 | \$14.36/hour  | Yes | Yes | <a href="https://bit.ly/2PUPJTX">https://bit.ly/2PUPJTX</a> |
| Palo Alto     | 1/1/2021 | \$15.65/hour  | Yes | No  | <a href="https://bit.ly/2T4jVSK">https://bit.ly/2T4jVSK</a> |
| Petaluma      | 1/1/2021 | \$15.20/hour  | Yes | No  | <a href="https://bit.ly/35lcfj2">https://bit.ly/35lcfj2</a> |
| Redwood City  | 1/1/2021 | \$15.62/hour  | Yes | No  | <a href="https://bit.ly/2khTWag">https://bit.ly/2khTWag</a> |
| Richmond      | 1/1/2021 | \$15.21/hour  | Yes | No  | <a href="https://bit.ly/2mjf290">https://bit.ly/2mjf290</a> |
| San Carlos    | 1/1/2021 | \$15.24/hour  | Yes | No  | <a href="https://bit.ly/2LiqVIZ">https://bit.ly/2LiqVIZ</a> |
| San Francisco | 1/1/2021 | \$16.07/hour + CPI (on 7/1)   | Yes | Yes | <a href="https://bit.ly/2AG9MRj">https://bit.ly/2AG9MRj</a> |
| San Jose      | 1/1/2021 | \$15.45/hour  | Yes | No  | <a href="https://bit.ly/38pbVBO">https://bit.ly/38pbVBO</a> |
| San Leandro   | 1/1/2021 | \$15.00/hour  | Yes | No  | <a href="https://bit.ly/2ql7Oju">https://bit.ly/2ql7Oju</a> |
| San Mateo     | 1/1/2021 | \$15.62/hour  | Yes | No  | <a href="https://bit.ly/2kMnrBn">https://bit.ly/2kMnrBn</a> |
| Santa Clara   | 1/1/2021 | \$15.65/hour  | Yes | No  | <a href="https://bit.ly/38rxjXl">https://bit.ly/38rxjXl</a> |
| Santa Rosa    | 1/1/2021 | \$15.20/hour  | Yes | No  | <a href="https://bit.ly/35pTw5Y">https://bit.ly/35pTw5Y</a> |
| Sonoma        | 1/1/2021 | \$14.00/hour-25 or fewer employees  | Yes | No  | <a href="https://bit.ly/3hTHjM7">https://bit.ly/3hTHjM7</a> |

|   |          |   |     |     |   |
|---|----------|---|-----|-----|---|
|   |          | \$15.00/hour-26 or more employees                                       |     |     |   |
| So. San Francisco                           | 1/1/2021 | \$15.24/hour  | Yes | No  | <a href="https://bit.ly/2LyMEMC">https://bit.ly/2LyMEMC</a> |
| Sunnyvale                                   | 1/1/2021 | \$16.30/hourS   | Yes | No  | <a href="https://bit.ly/2EUrCV3">https://bit.ly/2EUrCV3</a> |
| <b>Los Angeles Region</b>                   |          |   |     |     |   |
| Los Angeles<br>(City)                       | 1/1/2021 | \$14.25/hour (7/1/2021-\$15.00/hour)<br>\$15.00/hour                    | Yes | Yes | <a href="https://bit.ly/39bOuLD">https://bit.ly/39bOuLD</a> |
| Los Angeles<br>(county)<br>(Unincorporated) | 1/1/2021 | \$14.25/hour (7/1/2021-\$15.00/hour)<br>\$15.00/hour                    | Yes | No  | <a href="https://bit.ly/2MQXcY5">https://bit.ly/2MQXcY5</a> |
| Malibu                                      | 1/1/2021 | \$15.00/hour  | Yes | No  | <a href="https://bit.ly/2kOKTOe">https://bit.ly/2kOKTOe</a> |
| Pasadena                                    | 1/1/2021 | 14.25/hour (6/1/2021-\$15.00/hour)<br>\$15.00/hour-26 or more employees | Yes | No  | <a href="https://bit.ly/3bp8aym">https://bit.ly/3bp8aym</a> |
| Santa Monica                                | 1/1/2021 | \$15.00/hour  | Yes | Yes | <a href="https://bit.ly/35jOjwr">https://bit.ly/35jOjwr</a> |