

ENTITIES WHICH HAVE OR ARE CONSIDERING MINIMUM WAGE ORDINANCES/INCREASES

| City/County/ Agency/Organization | Adopted New Minimum Wage | Status/Exemptions/CPI Details |
|---|---|--|
| Mountain View | \$11 on 1/1/16 \$13 on 1/1/17 \$15 on 1/1/18 | Annual increases based on regional Bay Area CPI starting January 1, 2019 |
| San Jose | \$10.30 on 1/1/15 | Annual increases based on US CPI starting 1/1/16 |
| Palo Alto | \$11 on 1/1/16 | Annual increases based on US CPI starting 1/1/17 |
| Santa Clara | \$11 on 1/1/16 | Annual increases based on US CPI starting 1/1/17 |
| Berkeley | \$10 on 10/1/14 \$11 on 10/1/15 \$12.53 on 10/1/16 | Council may consider \$19 by 2017 in November 2015. Possible ballot measure collecting signatures for \$15 by 2017 if Council takes no action. No CPI increases. |
| Richmond | \$9.60 on 1/1/15 \$12.25 on 5/1/15 \$13 on 7/1/16 \$14 on 1/1/17 \$15 on 7/1/18 | Several exemptions included. Employers who pay less than 80 hours of employee wages over a two-week period are exempt. Employers who derive more than 50 percent of income where the point of sale is outside the city must pay intermediate wage halfway between the city and state minimum wage. |
| Emeryville | Rates for small employers with less than 55 employees. \$12.25 on 7/2/15 \$13 on 7/1/16 \$14 on 7/1/17 \$15 on 7/1/18 | Rates for large employers with 55 or more employees. \$14.44 on 7/2/15 with annual increases based on CPI. |
| San Francisco | \$12.25 on 5/1/15 \$13 on 7/1/16 \$14 on 7/1/17 \$15 on 7/1/18 | Beginning July 1, 2016, youth under 18 in government-subsidized training programs and people over 55 in specific government-subsidized nonprofits will be exempt from increase schedule and will receive their increases based on the CPI. |

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| Contra Costa County | Under consideration: \$10.20 on 1/1/16 \$11.40 on 1/1/17 \$12.60 on 1/1/18 \$13.80 on 1/1/19 \$15 on 1/1/20 | Introduced by the Ensuring Opportunity Campaign to Cut Poverty in Contra Costa County. |
| SEIU | Proposed Initiative for \$15 by 2020. | <p>The proposed initiative (Raise California's Wage and Paid Sick Days Act of 2016), supported by the Service Employees International Union's (SEIU) state council, would boost the base wage to \$15 per hour by 2020, and mandate six paid sick days a year.</p> <p>The initiative would give businesses with 25 or fewer employees an extra year to comply.</p> |
| SEIU-United Healthcare Workers West | Pursuing measure for \$15 by 2021. \$11 on 2017 \$12 on 2018 \$13 on 2019 \$14 on 2020 \$15 on 2021 | SEIU-UHW officials say they have exceeded the 366,000 signatures needed to qualify for the ballot. |