

Berliner Cohen's Guide to California's Minimum Wages as of 2016

California's minimum wage is currently \$10.00, which has been in effect since January 2016. The minimum wage is set to increase now that Governor Brown signed Senate Bill ("SB") 3. SB 3 increases California's minimum wage each year so that it will reach \$15 per hour in 2022 (unless the increases are temporarily delayed at any point due to certain economic conditions).

The new law will increase this amount as follows for employers who employ 26 or more employees:

Date	California's Minimum Wage Per Hour
January 1, 2017	\$10.50
January 1, 2018	\$11.00
January 1, 2019	\$12.00
January 1, 2020	\$13.00
January 1, 2021	\$14.00
January 1, 2022	\$15.00

If a business has 25 or fewer employees, there is a delay of one year for implementation. Thus employers of 25 or fewer employees will have until January 1, 2018 to raise the minimum wage to \$10.50 per hour, and then follow through from there with the increases on annual increments. California will soon have the highest minimum wage in the country.

In addition to California’s minimum wage, some cities and counties in California have adopted their own local minimum wage rates that are separate from and higher than the state rate. Businesses with multiple locations must be aware of the applicable rates in each location and an employee spending time in more than one location may be subject to varying to rates depending on time spent in each location. Consult legal counsel for questions about the proper minimum wage rate. As of the time of this publication the summary of area wage regulations is as follows:

Local Minimum Wage Ordinances ¹	Minimum Wage Rate
Berkeley	\$11.00 as of 10/1/2015 \$12.53 as of 10/1/2016 \$13.75 as of 10/1/2017 \$15.00 as of 10/1/2018
El Cerrito	\$11.60 as of 7/1/2016 \$12.25 as of 1/1/2017 \$13.60 as of 1/1/2018 \$15.00 as of 1/1/2019
Emeryville (56 employees or more)	\$14.82 as of 7/1/2016
Emeryville (55 employees or less)	\$13.00 as of 7/1/2016 \$14.00 as of 7/1/2017 \$15.00 as of 7/1/2018 Rate to match “Large employers” as of 7/1/2019

¹ These rates are accurate as of August 2016. Cities and counties in California continue to pass local ordinances increasing the minimum wage. The minimum wage rates in these areas may change at any time; employers should closely monitor them.

Local Minimum Wage Ordinances ¹	Minimum Wage Rate
Long Beach	As of September 2016, Long Beach changed its position and now will follow the State's Law.
Los Angeles (City of) (26 employees or more)	\$10.50 as of 7/1/2016 \$12.00 as of 7/1/2017 \$13.25 as of 7/1/2018 \$14.25 as of 7/1/2019 \$15.00 as of 7/1/2020
Los Angeles (City of) (25 employees or less)	\$10.50 as of 7/1/2017 \$12.00 as of 7/1/2018 \$13.25 as of 7/1/2019 \$14.25 as of 7/1/2020 \$15.00 as of 7/1/2021
Los Angeles County (26 employees or more) <i>Applies only to unincorporated areas of the county.</i>	\$10.50 as of 7/1/2016 \$12.00 as of 7/1/2017 \$13.25 as of 7/1/2018 \$14.25 as of 7/1/2019 \$15.00 as of 7/1/2020
Los Angeles County (25 employees or less) <i>Applies only to unincorporated areas of the county.</i>	\$10.50 as of 7/1/2017 \$12.00 as of 7/1/2018 \$13.25 as of 7/1/2019 \$14.25 as of 7/1/2020 \$15.00 as of 7/1/2021
Malibu (26 employees or more)	\$10.50 as of 7/1/2016 \$12.00 as of 7/1/2017 \$13.25 as of 7/1/2018 \$14.25 as of 7/1/2019 \$15.00 as of 7/1/2020

Local Minimum Wage Ordinances ¹	Minimum Wage Rate
Malibu (25 employees or less)	\$10.50 as of 7/1/2017 \$12.00 as of 7/1/2018 \$13.25 as of 7/1/2019 \$14.25 as of 7/1/2020 \$15.00 as of 7/1/2021
Mountain View	\$11.00 as of 1/1/2016 \$13.00 as of 7/1/2017 \$15.00 as of 7/1/2018
Oakland	\$12.25 as of 3/1/2015
Palo Alto	\$11.00 as of 1/1/2016
Pasadena (26 employees or more)	\$10.50 as of 7/1/2016 \$12.00 as of 7/1/2017 \$13.25 as of 7/1/2018
Pasadena (25 employees or less)	\$10.50 as of 7/1/2017 \$12.00 as of 7/1/2018 \$13.25 as of 7/1/2019
Richmond	\$11.52 as of 1/1/2016 \$12.30 as of 1/1/2017 \$13.00 as of 1/1/2018
San Diego	\$10.50 as of 1/1/2016 \$11.50 as of 1/1/2017
San Francisco	\$13.00 as of 7/1/2016 \$14.00 as of 7/1/2017 \$15.00 as of 7/1/2018

Local Minimum Wage Ordinances ¹	Minimum Wage Rate
San Jose	\$10.30 as of 1/1/2016
Santa Clara (City of)	\$11.00 as of 1/1/2016
San Mateo (City of)	\$11.00 as of 1/1/2017 \$13.00 as of 1/1/2018 \$15.00 as of 1/1/2019
Santa Monica (26 employees or more)	\$10.50 as of 7/1/2016 \$12.00 as of 7/1/2017 \$13.25 as of 7/1/2018 \$14.25 as of 7/1/2019 \$15.00 as of 7/1/2020
Santa Monica (25 employees or less)	\$10.50 as of 7/1/2017 \$12.00 as of 7/1/2018 \$13.25 as of 7/1/2019 \$14.25 as of 7/1/2020 \$15.00 as of 7/1/2021
Sunnyvale	\$11.00 as of 7/1/2016 \$13.00 as of 1/1/2017 \$15.00 as of 1/1/2018