

Local Minimum Wage and Paid Sick Leave Ordinances

Cities in California continue to pass local ordinances relating to the minimum wage and paid sick leave. Eligibility rules may vary from city to city. The minimum wage rates in these cities may change at any time; employers should closely monitor them. Check with your local city government as to whether any local minimum wage ordinance might apply to your workforce.

City	Minimum Wage Rate	Posting Requirement	Paid Sick Leave	City Website
Berkeley	\$12.53/hour effective October 1, 2016	Yes	No	Minimum Wage Ordinance (MWO) http://www.cityofberkeley.info/mwo/
El Cerrito	\$11.60/hour (\$12.25/hour effective January 1, 2017)	Yes	No	City of El Cerrito http://www.el-cerrito.org/index.aspx?NID=940
Emeryville	\$13/hour for businesses with 55 or fewer employees (effective July 1, 2016) \$14.82/hour for businesses with more than 55 employees (effective July 1, 2016)	Yes	Yes	City of Emeryville http://www.ci.emeryville.ca.us/1024/Minimum-Wage-Ordinance
Long Beach*	\$14.07/hour (effective July 1, 2016)	No**	Yes	Municipal Code 5.48.020 https://www.municode.com/library/ca/long_beach/codes/municipal_code?nodid=TIT5REBUTRPR_CH5.48HOMO_5.48.020_PAMICOSIDAHOWO
Los Altos	\$12/hour effective January 1, 2017	Yes	No	Ordinance Meeting http://los-altos.granicus.com/Viewer.php?view_id=4&event_id=282&meta_id=47881
Los Angeles City	\$10.50/hour (effective July 1, 2016 for employers with 26 or more employees; requirement for smaller employers delayed until 2017) \$15.37/hour*	Yes	Yes	Office of Wage Standards http://wagesla.lacity.org/ Ordinance No. 183241 (Hotel Workers) http://clkrep.lacity.org/online/docs/2014/14-0223_ord_183241.pdf
Los Angeles County (Unincorporated Areas)	\$10.50/hour (effective July 1, 2016 for employers with 26 or more employees; requirement for smaller employers delayed until 2017)	Yes	No	Los Angeles County Wage Enforcement Program http://dcba.lacounty.gov/wps/portal/dca/main/home/wageenforcement

* Applies to hotel workers ** Requires written notification of rate adjustments

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Malibu	\$10.50/hour (effective July 1, 2016 for employers with 26 or more employees; requirement for smaller employers delayed until 2017)	Yes	No	City of Malibu Minimum Wage http://www.malibucity.org/minimumwage
Mountain View	\$11/hour effective July 1, 2016 (\$13/hour beginning January 1, 2017)	Yes	No	City of Mountain View http://www.mountainview.gov/depts/comdev/economicdev/city_minimum_wage.asp
Oakland	\$12.55/hour***	Yes	Yes	Minimum Wage Ordinance http://www2.oaklandnet.com/Government/o/CityAdministration/d/MinimumWage/OAK051451
Palo Alto	\$11/hour (\$12/hour effective January 1, 2017)	Yes	No	City of Palo Alto http://www.cityofpaloalto.org/gov/topics/minimum_wage.asp
Pasadena	\$10.50/hour (effective July 1, 2016 for employers with 26 or more employees; requirement for smaller employers delayed until 2017)	Yes	No	Minimum Wage Report http://www.cityofpasadena.net/EkContent.aspx?theme=Navy&id=8589941348&bid=2970&style=news
Richmond	\$11.52/hour (\$12.30/hour effective January 1, 2017)	Yes	No	Richmond's Minimum Wage Ordinance http://www.ci.richmond.ca.us/index.aspx?nid=2615
San Diego	\$10.50/hour effective July 11, 2016 (\$11.50/hour effective January 1, 2017)	Yes	Yes	Minimum Wage Program https://www.sandiego.gov/treasurer/minimum-wage-program
San Francisco	\$13/hour effective July 1, 2016	Yes	Yes	Minimum Wage Ordinance (MWO) http://sfgov.org/olse/minimum-wage-ordinance-mwo Paid Sick Leave Ordinance (PLSO) http://sfgov.org/olse/PAID-SICK-LEAVE-ORDINANCE-PSLO
San José	\$10.30/hour (\$10.40/hour effective January 1, 2017)***	Yes	No	Minimum Wage Ordinance http://www.sanjoseca.gov/index.aspx?nid=3491

*** Annual increases tied to Consumer Price Index

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San Mateo	\$12/hour (effective January 1, 2017)	Yes	No	City of San Mateo Minimum Wage Ordinance http://www.cityofsanmateo.org/index.aspx?nid=3278
Santa Clara	\$11/hour (\$11.10/hour effective January 1, 2017)***	Yes	No	City of Santa Clara http://santaclaraca.gov/government/departments/city-manager/minimum-wage-ordinance
Santa Monica	\$10.50/hour (effective July 1, 2016 for employers with 26 or more employees; requirement for smaller employers delayed until 2017) \$13.25/hour*	Yes	Yes	Santa Monica Housing and Economic Development https://www.smgov.net/departments/HED/Economic_Development/Minimum_Wage_Proposal.aspx
Sunnyvale	\$11/hour effective July 1, 2016 (\$13/hour effective January 1, 2017)	Yes	No	Minimum Wage in Sunnyvale http://sunnyvale.ca.gov/DoingBusiness/EconomicDevelopment/MinimumWage.aspx

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