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 ($13.75/ hour effective October 1, 2017)	Yes	Yes (effective October 1, 2017)	Minimum Wage Ordinance (MWO) http://www.cityofberkeley.info/mwo/
Cupertino	$12/hour ($13.50/hour effective January 1, 2018)	Yes	No	Minimum Wage Increase http://cupertino.org/index.aspx?page=1462
El Cerrito	$12.25/hour ($13.60/ hour effective January 1, 2018)	Yes	No	City of El Cerrito http://www.el-cerrito.org/index.aspx?NID=940
Emeryville	For businesses with 55 or fewer employees: $13/hour ($14/hour effective July 1, 2017) For businesses with more than 55 employees: $14.82/hour (Next increase: July 1, 2017 (estimated to be $15.20)***)	Yes	Yes	City of Emeryville http://www.ci.emeryville.ca.us/1024/Minimum-Wage-Ordinance
Long Beach*	$14.07/hour (Next increase: July 1, 2017)	No**	Yes	Municipal Code 5.48.020 https://www.municode.com/library/ca/ long_beach/codes/municipal_code? nodeId=TIT5REBUTRPR_CH5.48HOMO_5.48.02 0PAMICOSIDAHOWO
Los Altos	$12/hour ($13.50/hour effective January 1, 2018)	Yes	No	Ordinance Meeting http://los-altos.granicus.com/MetaViewer.php? view_id=4&event_id=282&meta_id=47881
Los Angeles City	For employers with 26 or more employees: $10.50/hour ($12/hour effective July 1, 2017) For employers with 25 or fewer employees: $10/hour ($10.50/hour effective July 1, 2017) $15.37/hour* (Next increase: July 1, 2017***)	Yes	Yes	Office of Wage Standards http://wagesla.lacity.org/ Los Angeles Municipal Code (hotel workers) http://library.amlegal.com/nxt/gateway.dll/ California/laac/administrativecode? f=templates$fn=default.htm$3.0 $vid=amlegal:losangeles_ca_mc

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

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

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Los Angeles County (Unincorporated Areas)	For employers with 26 or more employees: $10.50/hour ($12/hour effective July 1, 2017) For employers with 25 or fewer employees: $10/hour ($10.50/hour effective July 1, 2017)	Yes	No	Los Angeles County Wage Enforcement Program http://dcba.lacounty.gov/wps/portal/dca/main/home/wageenforcement
Malibu	For employers with 26 or more employees: $10.50/hour ($12 effective July 1, 2017) For employers with 25 or fewer employees: $10/hour ($10.50 effective July 1, 2017)	Yes	No	City of Malibu Minimum Wage http://www.malibucity.org/minimumwage
Mountain View	$13/hour ($15/hour beginning January 1, 2018)	Yes	No	City of Mountain View http://www.mountainview.gov/depts/comdev/economicdev/city_minimum_wage.asp
Oakland	$12.86/hour (Next increase: January 1, 2018***)	Yes	Yes	Minimum Wage Ordinance http://www2.oaklandnet.com/Government/o/CityAdministration/d/MinimumWage/OAK051451
Palo Alto	$12/hour ($13.50/hour effective January 1, 2018)	Yes	No	City of Palo Alto http://www.cityofpaloalto.org/gov/topics/minimum_wage.asp
Pasadena	For employers with 26 or more employees: $10.50/hour ($12/hour effective July 1, 2017) For employers with 25 or fewer employees: $10/hour ($10.50/hour effective July 1, 2017)	Yes	No	Minimum Wage Report http://www.cityofpasadena.net/EkContent.aspx?theme=Navy&id=8589941348&bid=2970&style=news
Richmond	$12.30/hour ($13/hour effective January 1, 2018)	Yes	No	Richmond's Minimum Wage Ordinance http://www.ci.richmond.ca.us/index.aspx?nid=2615
San Diego	$11.50/hour (Next increase: January 1, 2019***)	Yes	Yes	Minimum Wage Program https://www.sandiego.gov/treasurer/minimum-wage-program

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San Francisco	$13/hour ($14/hour effective July 1, 2017)	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	$10.50/hour ($12/hour effective July 1, 2017)	Yes	No	Minimum Wage Ordinance http://www.sanjoseca.gov/index.aspx?nid=3491
San Leandro	$12/hour effective July 1, 2017	Yes	No	San Leandro Minimum Wage Ordinance http://www.sanleandro.org/depts/cityhall/mwo.asp
San Mateo	$12/hour ($13.50/hour effective January 1, 2018)	Yes	No	City of San Mateo Minimum Wage Ordinance http://www.cityofsanmateo.org/index.aspx?nid=3278
Santa Clara	$11.10/hour (Next increase: January 1, 2019***)	Yes	No	City of Santa Clara http://santaclaraca.gov/government/departments/city-manager/minimum-wage-ordinance
Santa Monica	For employers with 26 or more employees: $10.50/hour ($12/hour effective July 1, 2017) For employers with 25 or fewer employees: $10/hour ($10.50/hour effective July 1, 2017) $13.25/hour* (Next increase: July 1, 2017***)	Yes	Yes	Minimum Wage Ordinance https://www.smgov.net/departments/HED/Economic_Development/Minimum_Wage_Proposal.aspx
Sunnyvale	$13/hour ($15/hour effective January 1, 2018)	Yes	No	Minimum Wage in Sunnyvale http://sunnyvale.ca.gov/DoingBusiness/EconomicDevelopment/MinimumWage.aspx

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