

## CITIES/COUNTIES WHICH HAVE OR MAY ADOPT MINIMUM WAGE ORDINANCES

City/County	Ordinance Adoption Date	Current Minimum Wage/Hour	Notable Aspects
San Jose	3/11/13	\$10.00 on 3/11/13 \$10.15 on 1/1/14 \$10.30 on 1/1/15	Voter-initiated ordinance. No exceptions. Future increases tied to CPI. As of September 2015, will pursue a regional minimum wage study to assess net economic benefit and impacts of an increase, and possible exemptions.
Richmond	5/6/14	\$9.60 on 1/1/15 \$11.52 on 1/1/16 \$12.30 on 1/1/17 \$13.00 on 1/1/18	Several exemptions negotiated late in adoption process. Employers who pay less than 800 hours of employee wages over a two-week are exempt. Employers who derive more than 50 percent of their income where the point of sale is outside the city must pay intermediate wage halfway between the city and state minimum wage.
Berkeley	6/27/14	\$10.00 effective 10/1/14 \$11.00 on 10/1/15 \$12.53 on 10/1/16	Council expected to consider \$19.00/hr by 2017 in November 2015. Voters currently collecting signatures for ballot measure in 2016 to raise wage to \$15.00 by 2017 if Council takes no action.
San Francisco	11/4/14	\$11.05 on 1/1/15 \$12.25 on 5/1/15 \$13.00 on 7/1/16 \$14.00 on 7/1/17 \$15.00 on 7/1/18	Ballot measure passed in November 2014 to increase the wage to \$15.00/hr. by 2018. Beginning on July 1, 2016, the ordinance exempts two narrow categories of employees and provides only for annual CPI increases in the minimum wage thereafter: youth under 18 years old in government-subsidized training programs or people over 55 years old in some government-subsidized nonprofits.
Oakland	11/4/14	\$12.25 on 3/1/15	Ballot measure passed in November 2014 to increase the wage from \$9.00/hr. to \$12.25/hr.

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Sunnyvale	10/14/14	\$10.30 on 1/1/15	Based upon San Jose model. Future increases tied to CPI. Adopted regional goal of \$15.00/hr by 2018.
Santa Clara	8/18/15	\$11.00 on 1/1/16	Based upon San Jose model, but with higher starting wage. Future increases tied to CPI.
Palo Alto	8/24/15	\$11.00 on 1/1/16	Based upon San Jose model, but with higher starting wage. Future increases tied to CPI. Support regional goal of \$15.00/hr by 2018.
Los Angeles	6/10/15	\$10.50 on 7/1/16 \$12.00 on 7/1/17 \$13.25 on 7/1/18 \$14.25 on 7/1/19 \$15.00 on 7/1/20	For businesses with fewer than 25 employees, the phasing in process starts one year later in 2017, and ends in 2021.
Los Angeles County	7/1/15	\$10.50 on 7/1/16 \$12.00 on 7/1/17 \$13.25 on 7/1/18 \$14.25 on 7/1/19 \$15.00 on 7/1/20	For businesses with fewer than 25 employees, the phasing in process starts one year later in 2017, and ends in 2021.
Emeryville	6/2/15	Small employers (less than 55 employees) \$12.25 on 7/2/15 \$13.00 on 7/1/16 \$14.00 on 7/1/17 \$15.00 on 7/1/18	The rate for large employers (more than 56 employees) is currently \$14.44/hr. as of 7/2/15 and will increase annually by the CPI.
San Diego	To be determined in June 2016 by the voters	Ordinance as written raised wage to \$11.50 on 1/1/17	Council passed a minimum wage ordinance on 7/28/14. Vetoed by Mayor on 8/8/14. Council overrode Mayor's veto on 8/19/14. Opponents collected enough signatures to reverse the Council decision and put the issue to voters as a ballot measure in 2016.
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 \$15.00 on 1/1/20	Introduced by the Ensuring Opportunity Campaign to Cut Poverty in Contra Costa County
Washington D.C.	Under consideration	\$15.00 by 2019	Voter-initiated measure expected for November 2016 ballot.

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Kansas City	Under consideration	\$15.00 by 2020	Voter-initiated measure possible for November 2015 ballot.
Seattle	5/29/14	<p>Large Employers (more than 500 employees):            \$11.00/hr. by 4/1/15            \$13.00/hr. by 1/1/16            \$15.00/hr. by 1/1/17</p> <p>Large Employers (more than 500 employees who pay medical benefits):            \$11.00/hr. by 4/1/15            \$12.50/hr. by 1/1/16            \$13.50/hr. by 1/1/17            \$15.00/hr. by 1/1/18</p> <p>Small employers (500 or less employees):            \$10.00/hr. by 4/1/15            \$10.50/hr. by 1/1/16            \$11.00/hr. by 1/1/17            \$11.50/hr. by 1/1/18            \$12.00/hr. by 1/1/19            \$13.50/hr. by 1/1/20            \$15.00/hr. by 1/1/21</p>	Beginning April 1, 2015, phase-in of a \$15.00 hour minimum wage annually over 3 to 7 years, depending on employer size.
New York	9/10/15	<p>New York City:            \$10.50 on 12/31/15            \$12.00 on 12/31/16            \$13.50 on 12/31/17            \$15.00 on 12/31/18</p> <p>Elsewhere in New York:            \$9.75 on 12/31/15            \$10.75 on 12/31/16            \$11.75 on 12/31/17            \$12.75 on 12/31/18            \$13.75 on 12/31/19            \$14.50 on 12/31/20            \$15.00 on 12/31/21</p>	Applies to all fast food workers in chains with at least 30 outlets. Wages will be raised faster in New York City than the rest of the state to account for higher cost of living.