

CITIES THAT HAVE OR MAY ADOPT MINIMUM WAGE ORDINANCES

| City | Ordinance Adoption Date | Current Minimum Wage/Hr. All Cities Future Increases Tied to CPI | 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. |
| 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. |
| Sunnyvale | 10/14/14 | \$10.30 on 1/1/15 | Based upon San Jose model. Adopted regional goal of \$15.00/hr by 2018. |
| Campbell | Study Session planned for May 2015 | | |
| Palo Alto | Likely to be introduced in spring/summer 2015 | | May be based upon Mountain View and Sunnyvale approach. |
| Santa Clara | Likely to be introduced in spring/summer 2015 | | Council objective to base ordinance on San Jose model and implement new minimum wage by January 1, 2016. |
| Berkeley | 6/27/14 | \$10.00 effective 10/1/14 \$11.00 on 10/1/15 \$12.53 on 10/1/16 | |
| 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. |

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| 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. |
| San Diego | To be determined in June 2016 | 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. |
| Los Angeles | 9/24/14 | \$15.37 on 7/1/15 Only applies to employees of hotels with 300 or more rooms. | In 2016, the law would expand to include hotels with 150 or more rooms. |
| Seattle | 5/29/14 | Beginning April 1, 2015, phase-in of a \$15.00 hour minimum wage annually over 3 to 7 years, depending on employer size. | Large Employers (more than 500 employees in the U.S.): \$11.00/hr. by 4/1/15 \$13.00/hr. by 1/1/16 \$15.00/hr. by 1/1/17 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 Small employers (500 or less employees in the U.S.): \$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 |