

Comparison of Current Minimum Wage Laws in the Bay Area

City	Nov. 19, 2014	Jan. 1, 2015	May 1, 2015	Jan. 1, 2016	Jan. 1, 2017	Jan. 1, 2018	Jan. 1, 2019	Jan. 1, 2020	Notes/ Exceptions
Berkeley - small businesses	\$10.00	\$10.00		\$10.00	\$12.53	\$13.60	\$14.25	\$15.00	Applies to businesses with 55 FTE or fewer employees and all non-profit organization; Training wages should be no less than 80% of these figures; Commencing Oct 1, 2016 all employers must provide paid sick leave (accrues at a rate of 1 hr sick leave per 30 hours worked, capped at 40 accrued hours)
Berkeley - large businesses	\$10.00	\$10.00		\$10.00	\$12.53	\$13.70	\$15.00	+CPI	Applies to businesses with 56 FTE or more employees; Training wages should be no less than 80% of these figures; Commencing Oct 1, 2016 all employers must provide paid sick leave (accrues at a rate of 1 hr sick leave per 30 hours worked, capped at 72 accrued hours)
Emeryville - small businesses	\$9.00	\$9.00		\$9.00	\$12.25	\$13.00	\$15.00	\$16.00 est. (CPI)	Applies to business with 55 FTE or fewer employees; Requires paid sick leave (accrued at 1 hour per 30 hours worked, capped at 48 hours); rate beginning in 2020 is estimated based on projected CPI; Requires Hospitality employees get service charges.
Emeryville - large	\$9.00	\$9.00		\$9.00	\$14.44	\$15.20 est. (CPI)	\$15.6 est. (CPI)	\$16.42 est. (CPI)	Applies to businesses with 56 FTE or more employees; Requires paid sick leave (accrued at 1 hour per 30 hours worked, capped at 72 hours); Rates beginning in 2017 are estimates only, based on forecasted CPI; Requires Hospitality employees get service charges.
Mountain View	\$9.00	\$10.30		\$10.30	+CPI increase	+CPI increase	+CPI increase	+CPI increase	Starting Jan. 1, 2016, + inflation rate increase each year. Goal of \$15.00 minimum wage by 2018;
Oakland	\$9.00	\$9.00		\$12.25	\$12.55	+CPI	+CPI	+CPI	Per Measure FF, requires paid sick leave and Requires Hospitality employees get service charges; Employees shall accrue 1 hour of paid sick leave for every 30 hours they work. Employers may cap accrued paid sick leave earned by an employee at 40 hours for small businesses (fewer than 10 workers) and at 72 hours for other employers.
Richmond	\$9.00	\$9.60		\$11.52	\$12.30	\$13.00	+CPI	+CPI	Employers may set a higher cap or no cap at all. Starting Jan. 1, 2019, + inflation rate increase each year.

San Francisco	\$10.74	\$11.05	\$12.25	\$13.00	\$14.00	\$15.00	+CPI	+CPI	Starting Jan. 1, 2019, + inflation rate increase each year. Req. paid sick leave under separate Ord.
San Jose	\$10.15	\$10.30	\$10.30	+CPI	+CPI	+CPI	+CPI	+CPI	Starting Jan. 1, 2016, + inflation rate increase each year.
Sunnyvale	\$9.00	\$10.30	\$10.30	+CPI increase	+CPI increase	+CPI increase	+CPI increase	+CPI increase	Starting Jan. 1, 2016, + inflation rate increase each year. Goal of \$15.00 minimum wage by 2018;
Statewide	\$9.00	\$9.00	\$9.00	\$10.00	\$10.00	\$10.00			On July 1, 2015, AB 1522 took effect requiring that all employers in the State of California provide Paid Sick Leave to both full-time and part-time Employees, accrued at the rate of one hour Paid Sick Leave for every 30 hours worked.

Other notes

* Berkeley, Mountain View, Richmond and San Jose Min. Wage Laws were passed by City Council Oakland and San Francisco most recent Minimum Wage laws passed by voter initiative
The University of California system recently passed a policy to raise its minimum wage to \$15 an hour by Oct. 1, 2017