

2020 Minimum Wage Increases			
Jurisdiction	Effective Date of Increase	2019 Minimum Wage	2020 Minimum Wage
Alameda	July 1, 2020	\$13.50	\$15.00
Belmont	January 1, 2020	\$13.50	\$15.00
Berkeley	July 1, 2020	\$15.59	<i>Will be based on the Consumer Price Index.</i>
Cupertino	January 1, 2020	\$15.00	\$15.35
Daly City	January 1, 2020		\$13.75
El Cerrito	January 1, 2020	\$15.00	\$15.37
Emeryville	July 1, 2020	\$16.30	\$16.42 (estimated)
Fremont	July 1, 2020	\$13.50 (26 or more employees) \$11.00 (25 or fewer employees)	\$15.00 (26 or more employees) \$13.50 (25 or fewer employees)
Los Altos	January 1, 2020	\$15.00	\$15.40
Los Angeles	July 1, 2020	\$14.25 (26 or more employees) \$13.25 (25 or fewer employees)	\$15.00 (26 or more employees) \$14.25 (25 or fewer employees)
Malibu	July 1, 2020	\$14.25 (26 or more employees) \$13.25 (25 or fewer employees)	\$15.00 (26 or more employees) \$14.25 (25 or fewer employees)
Milpitas	July 1, 2020	\$15.00	<i>Will be based on the Consumer Price Index.</i>
Menlo Park	January 1, 2020	\$13.50	\$15.00

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Mountain View	January 1, 2020	\$15.65	\$16.05
Novato	July 1, 2020		\$15.00 (100 or more employees) \$14.00 (26-99 employees) \$13.00 (1-25 employees)
Oakland	January 1, 2020	\$13.80	\$14.14
Palo Alto	January 1, 2020	\$15.00	\$15.40
Pasadena	July 1, 2020	\$14.25	\$15.00 (26 or more employees) \$14.25 (25 or fewer employees)
Petaluma	January 1, 2020		\$15.00 (26 or more employees) \$14.00 (25 or fewer employees)
Redwood City	January 1, 2020	\$13.50	\$15.38
Richmond	January 1, 2020	\$15.00 (without qualifying healthcare benefits) \$13.50 (with qualifying healthcare benefits)	\$15.00
San Diego	January 1, 2020	\$12.00	\$13.00
San Francisco	July 1, 2020	\$15.59	<i>Will be based on the Consumer Price Index.</i>
San Jose	January 1, 2020	\$15.00	\$15.25

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San Leandro	July 1, 2020	\$14.00	\$15.00
San Mateo	January 1, 2020	\$15.00 \$13.50 (nonprofit employers)	\$15.38
Santa Clara	January 1, 2020	\$15.00	\$15.40
Santa Monica	July 1, 2020	\$14.25 (26 or more employees) \$13.25 (25 or fewer employees)	\$15.00 (26 or more employees) \$14.25 (25 or fewer employees)
Santa Rosa	July 1, 2020		\$15.00 (26 or more employees) \$14.00 (25 or fewer employees)
Sonoma	January 1, 2020		\$13.50 (26 or more employees) \$12.50 (25 or fewer employees)
South San Francisco	January 1, 2020		\$15.00
Sunnyvale	January 1, 2020	\$15.65	\$16.05