### Minimum Wage and Paid Sick Leave Quick Reference Guide

*Please note, this information is only accurate as of the day this form is posted – please confirm all information with the applicable locality.*

<table>
<thead>
<tr>
<th>Location</th>
<th>Minimum Hourly Wage</th>
<th>Paid Sick Leave/Future Increases</th>
</tr>
</thead>
</table>
| California State Law | $13.00 with 26 or more employees (1/1/20)  
                      $12.00/hour with 25 or fewer employees (1/1/20) | Any employee who works in CA for 30 days or more is entitled to receive paid sick leave. An employer is required to provide a minimum of 3 days, or 24 hours, of sick leave per year. An employee may begin to take sick leave after 90 days of employment. Paid sick leave may accrue at a rate of 1 hour for every 30 hours worked, and must be reflected on each wage statement. An employer may use its own PTO or sick leave policy if it accrues at the same or faster rate than the state-mandated accrual. |
| Expansions to CA State Law |                                             |                                                                                                                                                                                                                                   |
| Alameda           | $15.00 (7/1/20)                    | Follows State Law  
There will not be another increase until July 1, 2022, based on the Consumer Price Index (CPI) adjustment with a ceiling of up to 5% per year.                                                                                       |
| Belmont           | $15.00 (1/1/20)                    | Follows State Law                                                                                                                                                                                                                  |
| Berkeley          | $16.07 (7/1/20)                    | Effective 10/1/17: Eligible employees accrue one paid sick leave hour for every 30 hours worked. Leave accrues in whole-hour units, not fractionally. Accrued leave may be capped at 72 hours, although small businesses (less than 10 employees) may cap accrued leave at 48 hours. Accrued but unused leave carries over from year to year – whether calendar or fiscal year. **Unlike state paid sick leave law**, employers cannot limit the amount of leave employees may use during the year and employee may use for a designated person. **Subsequent increases will correspond with the CPI.** |
| Cupertino         | $15.35 (1/1/20)                    | Follows State Law  
**Subsequent increases will correspond with the CPI.**                                                                                                                                                                        |
| Daly City         | $13.75 (1/1/20)  
                    $15.00 (1/1/21)                  | Follows State Law  
**Subsequent increases will correspond with the CPI.**                                                                                                                                                                        |
| El Cerrito        | $15.37 (1/1/20)                    | Follows State Law  
**Subsequent increases will correspond with the CPI.**                                                                                                                                                                        |

For more information on these or any other minimum wage and paid sick leave laws, please call CEA at 800.399.5331 or e-mail us at CEAinfo@employers.org
<table>
<thead>
<tr>
<th>Location</th>
<th>Minimum Wage</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emeryville</td>
<td>$16.84 (7/1/20)</td>
<td>Businesses with 55 or fewer employees may cap accrual at 48 hours or 6 days. Businesses with 56 or more employees may cap accrual at 72 hours or 9 days per year. Subsequent increases will correspond with the CPI.</td>
</tr>
<tr>
<td>Fremont</td>
<td>$15.00 (7/1/20)</td>
<td>Subsequent minimum wage increases will correspond to the CPI, up to five percent.</td>
</tr>
<tr>
<td></td>
<td>$13.50</td>
<td>25 or fewer employees (7/1/20)</td>
</tr>
<tr>
<td></td>
<td>$15.00 (7/1/21)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>*except nonprofits and employees 21 or younger</td>
<td></td>
</tr>
<tr>
<td>Long Beach Concessionaires</td>
<td>$15.30 (7/1/20)</td>
<td>Follows State Law</td>
</tr>
<tr>
<td>Long Beach Hotels</td>
<td>$15.47 (7/1/20)</td>
<td>Follows State Law</td>
</tr>
<tr>
<td>Los Altos</td>
<td>$15.40 (1/1/20)</td>
<td>Subsequent increases will correspond with the CPI.</td>
</tr>
<tr>
<td>Los Angeles (City)</td>
<td>$15.00 with 26 or more employees (7/1/20)</td>
<td>6 days or 48 hours Subsequent increases will correspond to the CPI.</td>
</tr>
<tr>
<td></td>
<td>$14.25 with 25 or fewer employees (7/1/20)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>$15.00 all employers (7/1/21)</td>
<td></td>
</tr>
<tr>
<td>Los Angeles (County)</td>
<td>$15.00 with 26 or more employees (7/1/20)</td>
<td>Follows State Law</td>
</tr>
<tr>
<td></td>
<td>$14.25 with 25 or fewer employees (7/1/20)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>$15.00 all employers (7/1/21)</td>
<td></td>
</tr>
<tr>
<td>*Los Angeles Hotels</td>
<td>$17.13 w/150 guest rooms or more (7/1/20)</td>
<td>6 days or 48 hours</td>
</tr>
<tr>
<td>Malibu</td>
<td>$15.00 with 26 or more employees (7/1/20)</td>
<td>Follows State Law</td>
</tr>
<tr>
<td></td>
<td>$14.25 with 25 or fewer employees (7/1/20)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>$14.25 (7/1/20)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>$15.00 all employers (7/1/21)</td>
<td></td>
</tr>
<tr>
<td>Milpitas</td>
<td>$15.40 (7/1/20)</td>
<td>Follows State Law</td>
</tr>
<tr>
<td></td>
<td>*Subsequent minimum wage increases will correspond to the Bay Area CPI.</td>
<td></td>
</tr>
</tbody>
</table>

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<table>
<thead>
<tr>
<th>City</th>
<th>Minimum Wage</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mountain View</td>
<td>$16.05</td>
<td>1/1/20</td>
</tr>
<tr>
<td></td>
<td><em>Follows State Law</em></td>
<td></td>
</tr>
<tr>
<td></td>
<td><em>Subsequent minimum wage increases will correspond to the Bay Area CPI.</em></td>
<td></td>
</tr>
<tr>
<td>Oakland</td>
<td>$14.14</td>
<td>1/1/20</td>
</tr>
<tr>
<td></td>
<td>Employers with 10 or more employees may cap accrual at 72 hours or 9 days per year, and Employers with fewer than 10 employees may cap accrual at 40 hours or 5 days. Any accrued, unused paid sick leave carries over into the next year.</td>
<td></td>
</tr>
<tr>
<td></td>
<td><em>Subsequent minimum wage increases will correspond to the CPI.</em></td>
<td></td>
</tr>
<tr>
<td>Novato</td>
<td>$15.00</td>
<td>7/1/20</td>
</tr>
<tr>
<td></td>
<td>100+ employees</td>
<td></td>
</tr>
<tr>
<td></td>
<td>$14.00</td>
<td>26-99 employees</td>
</tr>
<tr>
<td></td>
<td>$13.00</td>
<td>25 or fewer</td>
</tr>
<tr>
<td></td>
<td>employees</td>
<td>employees</td>
</tr>
<tr>
<td></td>
<td><em>Follows State Law</em></td>
<td></td>
</tr>
<tr>
<td>Palo Alto</td>
<td>$15.40</td>
<td>1/1/20</td>
</tr>
<tr>
<td></td>
<td><em>Follows State Law</em></td>
<td></td>
</tr>
<tr>
<td></td>
<td><em>Subsequent minimum wage increases will correspond to the CPI.</em></td>
<td></td>
</tr>
<tr>
<td>Pasadena</td>
<td>$15.00</td>
<td>7/1/20</td>
</tr>
<tr>
<td></td>
<td>with 26 or more employees</td>
<td></td>
</tr>
<tr>
<td></td>
<td>$14.25</td>
<td>25 or fewer</td>
</tr>
<tr>
<td></td>
<td>employees</td>
<td>employees</td>
</tr>
<tr>
<td></td>
<td><em>Follows State Law</em></td>
<td></td>
</tr>
<tr>
<td>Petaluma</td>
<td>$15.00</td>
<td>1/1/20</td>
</tr>
<tr>
<td></td>
<td>with 26 or more employees</td>
<td></td>
</tr>
<tr>
<td></td>
<td>$14.00</td>
<td>25 or fewer</td>
</tr>
<tr>
<td></td>
<td>employees</td>
<td>employees</td>
</tr>
<tr>
<td></td>
<td><em>Follows State Law</em></td>
<td></td>
</tr>
<tr>
<td></td>
<td><em>(1/1/21) Minimum wage for all employers will be $15.00 + Bay Area CPI</em></td>
<td></td>
</tr>
<tr>
<td>Redwood City</td>
<td>$15.38</td>
<td>1/1/20</td>
</tr>
<tr>
<td></td>
<td><em>Follows State Law</em></td>
<td></td>
</tr>
<tr>
<td>Richmond</td>
<td>$15.00</td>
<td>1/1/20</td>
</tr>
<tr>
<td></td>
<td><em>Follows State Law</em></td>
<td></td>
</tr>
<tr>
<td>San Diego (City)</td>
<td>$13.00</td>
<td>1/1/20</td>
</tr>
<tr>
<td></td>
<td>5 days or 40 hours per year. Cap allowed at 80 hours under accrual system.</td>
<td></td>
</tr>
<tr>
<td></td>
<td><em>Minimum wage Increases thereafter based on CPI.</em></td>
<td></td>
</tr>
<tr>
<td>San Francisco</td>
<td>$16.07</td>
<td>7/1/20</td>
</tr>
<tr>
<td></td>
<td>All accrued leave carries over from year to year. Employers with less than 10 employees can cap accrual at 40 hours per year, and employers with 10 or more employees can cap accrual at 72 hours per year. Employees may use their paid sick leave for their own medical care or for the medical care of a family member or designated person.</td>
<td></td>
</tr>
<tr>
<td></td>
<td><em>Subsequent minimum wage increases will correspond to the CPI.</em></td>
<td></td>
</tr>
<tr>
<td>San Jose</td>
<td>$15.25</td>
<td>1/1/20</td>
</tr>
<tr>
<td></td>
<td><em>Follows State Law</em></td>
<td></td>
</tr>
<tr>
<td>San Leandro</td>
<td>$15.00</td>
<td>7/1/20</td>
</tr>
<tr>
<td></td>
<td><em>Follows State Law</em></td>
<td></td>
</tr>
</tbody>
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<table>
<thead>
<tr>
<th>City</th>
<th>Wage Rate</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>San Mateo</td>
<td>$15.00 (1/1/20)</td>
<td>Follows State Law Subsequent minimum wage increases will correspond to the CPI.</td>
</tr>
<tr>
<td>Santa Clara</td>
<td>$15.40 (1/1/20)</td>
<td>Follows State Law</td>
</tr>
<tr>
<td>Santa Monica</td>
<td>$15.00 with 26 or more employees (7/1/20)</td>
<td>Employers with 26 or more employees must provide 72 hours a year up front or accrued; 25 or fewer employees 40 hours a year up front or accrued.</td>
</tr>
<tr>
<td></td>
<td>$14.25 with 25 or fewer employees (7/1/20)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>$15.00 all employers (7/1/21)</td>
<td></td>
</tr>
<tr>
<td>*Santa Monica Hotels</td>
<td>$17.13 (7/1/20)</td>
<td>Employers with 26 or more employees must provide 72 hours a year up front or accrued; 25 or fewer employees 40 hours a year up front or accrued. Increases announced January annually based on CPI (will follow L.A.)</td>
</tr>
<tr>
<td>Santa Rosa</td>
<td>$15.00 with 26 or more employees (7/1/20)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>$14.00 with 25 or fewer employees (7/1/20)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>$15.00 all employers (1/1/21)</td>
<td></td>
</tr>
<tr>
<td>Sonoma (City)</td>
<td>$13.50 with 26 or more employees (1/1/20)</td>
<td>Follows State Law News article regarding health benefit credit information. Increases annually until 2013, based on CPI 1/1/24.</td>
</tr>
<tr>
<td></td>
<td>$15.00 (1/1/21)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>$12.50 with 25 or fewer employees (1/1/20)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>$14.00 (1/1/21)</td>
<td></td>
</tr>
<tr>
<td>Sunnyvale</td>
<td>$16.05 (1/1/20)</td>
<td>Follows State Law</td>
</tr>
</tbody>
</table>

The scheduled Statewide minimum wage increases, if no increases are paused, would be as indicated on the following chart. An individual city minimum wage must be observed if it is a greater benefit to the employee. However, the exempt minimum salary is based upon the state minimum wage or the federal requirement, whichever is greater:

<table>
<thead>
<tr>
<th>State Minimum Wage Increases By Year</th>
<th>Min Wage with 25 or fewer employees (Small Employers)</th>
<th>Min Wage with 26 or more employees (Larger Employers)</th>
<th>Minimum Salary Requirement for Exempt Status for Small/Larger Employer</th>
</tr>
</thead>
<tbody>
<tr>
<td>January 1, 2020</td>
<td>$12.00</td>
<td>$13.00</td>
<td>$49,920/$54,080</td>
</tr>
<tr>
<td>January 1, 2021</td>
<td>$13.00</td>
<td>$14.00</td>
<td>$54,080/$58,240</td>
</tr>
<tr>
<td>January 1, 2022</td>
<td>$14.00</td>
<td>$15.00</td>
<td>$58,240/$62,400</td>
</tr>
<tr>
<td>January 1, 2023</td>
<td>$15.00</td>
<td>$15.00 (may be adj.)</td>
<td>$62,400/$62,400 (unless adjusted)</td>
</tr>
</tbody>
</table>

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