

EMPLICITY'S 2019
LOCAL MINIMUM WAGE &
GENERAL EMPLOYMENT
ORDINANCES
E-GUIDE



 CALIFORNIA REPUBLIC
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employee management made simple.

LOCAL MINIMUM WAGE, PAID SICK LEAVE AND OTHER GENERAL EMPLOYMENT ORDINANCES

Cities in California continue to pass local ordinances relating to the minimum wage and paid sick leave. Eligibility rules may vary from city to city. The minimum wage rates in these cities may change at any time; employers should closely monitor them. Some localities also have industry-specific rates, such as specific rates for hotel workers. An increasing number of localities have additional ordinances relating to a wide range of employment matters such as “family friendly” workplaces, paid parental leave and criminal history checks. Check with your local city government as to whether any ordinances might apply to your workforce/industry.

CITY	MINIMUM WAGE	POSTING REQUIREMENT	PAID SICK LEAVE	CITY/COUNTY WEBSITE	OTHER GENERALLY APPLICABLE LOCAL ORDINANCES
Belmont	\$12.50/hour (\$13.50/hour effective January 1, 2019)	YES	NO	Belmont Minimum Wage Ordinance	
Berkeley	\$15/hour (Next Schedule Increase July 1, 2019)	YES	YES	Berkeley Minimum Wage Ordinance Berkeley Paid Sick Leave Ordinance	Berkeley Family Friendly and Environmentally Friendly Workplace Ordinance
Cupertino	\$13.50/hour (\$15/hour effective January 1, 2019)	YES	NO	Cupertino Minimum Wage Ordinance	
El Cerrito	\$13.60/hour (\$15/hour effective January 1, 2019)	YES	NO	El Cerrito Minimum Wage Ordinance	
Emeryville	For businesses with 55 or fewer employees: \$15/hour (Next increase: July 1, 2019*) For businesses with more than 55 employees: \$15.69/hour (Next increase: July 1, 2019*)	YES	NO	Emeryville Minimum Wage Ordinance Emeryville Paid Sick Leave Ordinance	Emeryville Fair Workweek Ordinance**
Los Altos	\$13.50/hour (\$15/hour effective January 1, 2019)	YES	NO	Los Altos Wage Ordinance	
Los Angeles City	For employers with 26 or more employees: \$13.25/hour (\$14.25/hour effective July 1, 2019) For employers with 25 or fewer employees: \$12/hour (\$13.25/hour effective July 1, 2019)	YES	YES	Los Angeles City Minimum Wage Ordinance Los Angeles City Paid Sick Leave	Los Angeles Fair Chance Initiative for Hiring Ordinance

*Annual increases tied to consumer price index, and announced by cities in advance of effective date of increase.

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Los Angeles County (Unincorporated Areas)	For employers with 26 or more employees: \$13.25/hour (\$14.25/hour effective July 1, 2019) For employers with 25 or fewer employees: \$12/hour (\$13.25/hour effective July 1, 2019)	YES	NO	Los Angeles County Minimum Wage Ordinance	
Malibu	For employers with 26 or more employees: \$13.25/hour (\$14.25/hour effective July 1, 2019) For employers with 25 or fewer employees: \$12/hour (\$13.25/hour effective July 1, 2019)	Posting is recommended	NO	Malibu Minimum Wage Ordinance	
Milpitas	\$13.50/hour (\$15/hour effective July 1, 2019)	YES	NO	Milpitas Minimum Wage Ordinance	
Mountain View	\$15/hour (\$15.65/hour effective January 1, 2019*)	YES	NO	Mountain View Minimum Wage Ordinance	
Oakland	\$13.23/hour (\$13.80/hour effective January 1, 2019*)	YES	YES	Oakland Minimum Wage Ordinance	
Palo Alto	\$13.50/hour (\$15/hour effective January 1, 2019)	YES	NO	Palo Alto Minimum Wage Ordinance	
Pasadena	For employers with 26 or more employees: \$13.25/hour (\$14.25/hour effective July 1, 2019) For employers with 25 or fewer employees: \$12/hour (\$14.25/hour effective July 1, 2019)	YES	NO	Pasadena Minimum Wage Ordinance	

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Richmond	\$13.41/hour (\$15/hour effective January 1, 2019)	YES	NO	Richmond Minimum Wage Ordinance	
San Diego	\$11.50/hour (\$12/hour effective January 1, 2019*)	YES	YES	San Diego Minimum Wage Ordinance San Diego Paid Sick Leave	
San Francisco					San Francisco Consideration of Salary History Ordinance
					San Francisco Discrimination Prohibition Ordinance
	\$15/hour (Next increase: July 1, 2019*)	YES	YES	San Francisco Minimum Wage Ordinance San Francisco Paid Sick Leave	San Francisco Fair Chance Ordinance San Francisco Family Friendly Workplace Ordinance San Francisco Health Care Security Ordinance
					San Francisco Lactation in the Workplace Ordinance
					San Francisco Non-Interference in Personal Relationships Ordinance
					San Francisco Paid Parental Leave Ordinance
					San Francisco Retail Workers Bill of Rights**
San José	\$13.50/hour (\$15/hour effective January 1, 2019)	YES	NO	San José Minimum Wage Ordinance	San Jose Opportunity to Work Ordinance

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San Leandro	\$13/hour (\$14/hour effective July 1, 2019)	YES	NO	San Leandro Minimum Wage Ordinance	
San Mateo	\$13.50/hour (\$15/hour effective January 1, 2019) Nonprofits: \$12/hour (\$13.50/ hour effective January 1, 2019)	YES	NO	San Mateo Minimum Wage Ordinance	
Santa Clara	\$13/hour (\$15/hour effective January 1, 2019)	YES	NO	Santa Clara Minimum Wage Ordinance	
Santa Monica	For employers with 26 or more employees: \$13.25/hour (\$14.25/hour effective July 1, 2019) For employers with 25 or fewer employees: \$12/hour (\$13.25/ hour effective July 1, 2019)	YES	YES	Santa Monica Minimum Wage Ordinance Santa Monica Paid Sick Leave	
Sunnyvale	\$15/hour (\$15.65/hour effective January 1, 2019*)	YES	NO	Sunnyvale Minimum Wage Ordinance	

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NOTICE: Emplicity provides HR advice and recommendations. Information provided by Emplicity is not intended as a substitute for employment law counsel.