

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



CALIFORNIA REPUBLIC  
emplicity®

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	<a href="#">Belmont Minimum Wage Ordinance</a>	
Berkeley	\$15/hour (Next Schedule Increase July 1, 2019)	YES	YES	<a href="#">Berkeley Minimum Wage Ordinance</a> <a href="#">Berkeley Paid Sick Leave Ordinance</a>	<a href="#">Berkeley Family Friendly and Environmentally Friendly Workplace Ordinance</a>
Cupertino	\$13.50/hour (\$15/hour effective January 1, 2019)	YES	NO	<a href="#">Cupertino Minimum Wage Ordinance</a>	
El Cerrito	\$13.60/hour (\$15/hour effective January 1, 2019)	YES	NO	<a href="#">El Cerrito Minimum Wage Ordinance</a>	
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	<a href="#">Emeryville Minimum Wage Ordinance</a> <a href="#">Emeryville Paid Sick Leave Ordinance</a>	<a href="#">Emeryville Fair Workweek Ordinance**</a>
Los Altos	\$13.50/hour (\$15/hour effective January 1, 2019)	YES	NO	<a href="#">Los Altos Wage Ordinance</a>	
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	<a href="#">Los Angeles City Minimum Wage Ordinance</a> <a href="#">Los Angeles City Paid Sick Leave</a>	<a href="#">Los Angeles Fair Chance Initiative for Hiring Ordinance</a>

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

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CITY	MINIMUM WAGE	POSTING REQUIREMENT	PAID SICK LEAVE	CITY/COUNTY WEBSITE	OTHER GENERALLY APPLICABLE LOCAL ORDINANCES
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	<a href="#">Los Angeles County Minimum Wage Ordinance</a>	
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	<a href="#">Malibu Minimum Wage Ordinance</a>	
Milpitas	\$13.50/hour (\$15/hour effective July 1, 2019)	YES	NO	<a href="#">Milpitas Minimum Wage Ordinance</a>	
Mountain View	\$15/hour (\$15.65/hour effective January 1, 2019*)	YES	NO	<a href="#">Mountain View Minimum Wage Ordinance</a>	
Oakland	\$13.23/hour (\$13.80/hour effective January 1, 2019*)	YES	YES	<a href="#">Oakland Minimum Wage Ordinance</a>	
Palo Alto	\$13.50/hour (\$15/hour effective January 1, 2019)	YES	NO	<a href="#">Palo Alto Minimum Wage Ordinance</a>	
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	<a href="#">Pasadena Minimum Wage Ordinance</a>	

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

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CITY	MINIMUM WAGE	POSTING REQUIREMENT	PAID SICK LEAVE	CITY/COUNTY WEBSITE	OTHER GENERALLY APPLICABLE LOCAL ORDINANCES
San Leandro	\$13/hour (\$14/hour effective July 1, 2019)	YES	NO	<a href="#">San Leandro Minimum Wage Ordinance</a>	
San Mateo	\$13.50/hour (\$15/hour effective January 1, 2019) Nonprofits: \$12/hour (\$13.50/ hour effective January 1, 2019)	YES	NO	<a href="#">San Mateo Minimum Wage Ordinance</a>	
Santa Clara	\$13/hour (\$15/hour effective January 1, 2019)	YES	NO	<a href="#">Santa Clara Minimum Wage Ordinance</a>	
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	<a href="#">Santa Monica Minimum Wage Ordinance</a> <a href="#">Santa Monica Paid Sick Leave</a>	
Sunnyvale	\$15/hour (\$15.65/hour effective January 1, 2019*)	YES	NO	<a href="#">Sunnyvale Minimum Wage Ordinance</a>	

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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.