

## Reminder: Minimum Wage Increases Effective January 1, 2019

### New State Minimum Wage

Effective January 1, 2019, the State minimum wage increases to \$12.00 per hour for employers with 26 or more employees, and \$11.50 per hour for employers with 25 or fewer employees.

### New Local Minimum Wages

Additionally, several California cities and counties have passed their own minimum wage ordinances with a more aggressive schedule of minimum wage increases.

Effective January 1, 2019, local minimum wage increases include the following:

#### Locality : Minimum Wage Eff. 1/1/19

Belmont: \$13.50

Cupertino: \$15.00

El Cerrito: \$15.00

Los Altos: \$15.00

Mountain View: \$15.65

Palo Alto: \$15.00

Richmond: \$15.00

San Diego: \$15.00

San Jose: \$15.00

San Mateo: Employers: \$15.00, 501(c)(3) Nonprofits: \$13.50

Santa Clara: \$15.00

Sunnyvale: \$15.65

### Recently Enacted Local Minimum Wages

As a reminder, other California cities and counties increased their local minimum wages in 2018. As of October 1, 2018, the minimum wage in Berkeley increased to \$15.00 per hour.

On July 1, 2018, the minimum wage also increased for the following cities and counties:



by Lisa M. Pooley & Emily Leahy



**Locality: Minimum Wage Eff. 7/1/18**

Emeryville: Large businesses (56 or more employees): \$15.69; Small businesses (55 or more employees): \$15.00

City and County of Los Angeles: 26 or more employees: \$13.25; 25 or fewer employees/non-profit corporations: \$12.00

Malibu: 26 or more employees: \$13.25; 25 or fewer employees: \$12.00

Milpitas: \$13.50

Pasadena: 26 or more employees: \$13.25; 25 or fewer employees: \$12.00

San Francisco: \$15.00

San Leandro: \$13.00

Santa Monica: 26 or more employees: \$13.25; 25 or fewer employees: \$12.00

Employers with employees working in any of these cities – even if only on a temporary basis – should review their wage structure and implement any necessary changes for compliance purposes, including recordkeeping and notice requirements. If you have any questions, please contact your Hanson Bridgett attorney.

For a summary of other new employment laws taking effect on January 1, 2019, see our [prior Labor & Employment Alert](#).

For more information, please contact:

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