

Comp Cities	County	Pop.	Cost of Living	Local Minimum Wage Policy
Fremont	Alameda	234,962	253.9	Large employers with 26 or more employees: July 1, 2019, minimum wage increased to \$13.50/hour. July 1, 2020, local minimum wage increases to \$15.00/hour. July 1, 2021, minimum wage to be adjusted annually using local consumer price index. Fremont's minimum wage ordinance exempts employees of non-profit corporations. 3 year phase in.
Santa Rosa	Sonoma	181,594	167.9	Study Session: July 16, 2019
Hayward	Alameda	160,500	185.7	Consistent with State
Concord	Contra Costa	129,783	176.3	Consistent with State
Berkeley	Alameda	122,324	287.5	Effective July 1, 2019, employers in the City of Berkeley must pay a minimum wage rate of \$15.59 per hour to employees working in the city. Effective July 1, 2020, employers must pay a minimum wage rate of \$15.59 per hour, plus any increase in the CPI.
Vallejo	Solano	122,105	143.2	Consistent with State
Antioch		111,674	153.4	Consistent with State
Fairfield	Solano	116,266	171.9	Consistent with State
Richmond		110,040	162.2	Effective January 1, 2019, Richmond's minimum wage is \$15.00/hour. 5 year phase in.
Daly City	San Mateo	107,074	245.1	On January 14, 2019, the City Council of Daly City adopted the Daly City Minimum Wage Ordinance that will increase the local minimum wage to \$15.00 by 2021. The local minimum wage will increase at a faster pace than the State of California's minimum wage schedule. The local minimum wage applies to all businesses and employees that work two (2) or more hours per week within the boundaries of the City of Daly City.
San Mateo	San Mateo	104,748	324.7	On August 15, 2016, the San Mateo City Council adopted a Minimum Wage Ordinance which requires annual increases in the Minimum Wage paid within the City boundaries, above and beyond the wage required by the State. The City Council adopted a wage schedule whereby most employers will be required to pay \$15 per hour by 2019. Non-profit organizations that are tax-exempt per Section 501(c)(3) of the tax code are provided with an extended time frame to reach \$15 per hour. Beginning January 1, 2020, and annually thereafter, the City will adjust the minimum wage based on the Regional Consumer Price Index. 4 year phase in.
Vacaville	Solano	100,032	145.2	Consistent with State
Livermore	Alameda	90,295	209	Consistent with State
SONOMA COUNTY INCORPORATED CITIES				
Santa Rosa	Sonoma	181,594	167.9	Council Study Session: July 16, 2019
Petaluma	Sonoma	60,870	190.4	Council Workshop: April 8, 2019
Rohnert Park	Sonoma	42,838	165	Consistent with State
Windsor	Sonoma	27,042	178	Consistent with State
Healdsburg	Sonoma	11,840	213.6	Consistent with State
Sonoma	Sonoma	11,108	193.2	On June 10, 2019, Sonoma City Council passed a local minimum wage ordinance setting minimum wage as follows: January 1, 2020: large - \$13.50 / small - \$12.50 January 1, 2021: large - \$15 / small - \$14.00 January 1, 2022: large - \$16 / small - \$15 January 1, 2023: large - \$17 / small - \$16 January 1, 2024: large and small to be determined
Cloverdale	Sonoma	8,803	166.2	Consistent with State
Sebastopol	Sonoma	7,666	215.1	Consistent with State