

Implementation Date	State Law		City of Santa Rosa (proposed)		City of Petaluma		City of Sonoma		City of Novato (proposed)		
	Large Business	Small Business	Large Business (26+ employees)	Small Business (<25 employees)	Large Business (26+ employees)	Small Business (<25 employees)	Large Business (26+ employees)	Small Business (<25 employees)	Very Large Business (100+ employees)	Large Business (26-99 employees)	Small Businesses (1-25 employees)
January 1, 2019	\$12.00	\$11.00	\$12.00	\$11.00	\$12.00	\$11.00	\$12.00	\$11.00	\$12.00	\$12.00	\$11.00
January 1, 2020	\$13.00	\$12.00	----	----	\$15.00	\$14.00	\$13.50	\$12.50	\$13.00	\$13.00	\$12.00
<b>July 1, 2020</b>	----	----	\$15.00	\$14.00	----	----	----	----	\$15.00	\$14.00	\$13.00
January 1, 2021	\$14.00	\$13.00	\$15.00 + CPI	\$15.00 + CPI	\$15.00 + CPI	\$15.00 + CPI	\$15.00	\$14.00	CPI	\$15.00	\$14.00
January 1, 2022	\$15.00	\$14.00	CPI	CPI	CPI	CPI	\$16.00	\$15.00	CPI	CPI	\$15.00
January 1, 2023	CPI	\$15.00	CPI	CPI	CPI	CPI	\$17.00	\$16.00	CPI	CPI	CPI
January 1, 2024			CPI	CPI	CPI	CPI	TBD	TBD			
CPI Adjustment	US CPI-W (no more than 3.5%)	US CPI-W (no more than 3.5%)	San Francisco-Oakland-Hayward CPI-W (no more than 3.5%)	San Francisco-Oakland-Hayward CPI-W (no more than 3.5%)	San Francisco-Oakland-Hayward CPI-W	San Francisco-Oakland-Hayward CPI-W	TBD	TBD	San Francisco-Oakland-Hayward CPI-W (no more than 3.5%)	San Francisco-Oakland-Hayward CPI-W (no more than 3.5%)	San Francisco-Oakland-Hayward CPI-W (no more than 3.5%)

draft ordinance to be introduced 9/24