



## Regional Trends in Minimum Wage

California will raise its minimum wage gradually to \$15 by 2023. Many Bay Area cities have adopted accelerated schedules to bring their local minimum wage to \$15/hour due to the higher cost of living in Silicon Valley when compared to other parts of the State. Once the \$15 rate is reached, many cities will assess the need for an increase annually based on the prior year's Bay Area Consumer Price Index (CPI), with some cities including a maximum annual increase of 5%.

City	2016	2017	2018	2019	2020
<b>CA &lt;25 Employees</b>	10.00	10.00	10.50	11.00	12.00
<b>CA &gt;25 Employees</b>	10.00	10.50	11.00	12.00	13.00
<b>Campbell</b>	CA	CA	CA	CA	CA
<b>Cupertino</b>	10.00	12.00	13.50	15.00	15.35*
<b>Gilroy</b>	CA	CA	CA	CA	CA
<b>Los Altos</b>	10.00	12.00	13.50	15.00	15.35*
<b>Los Altos Hills</b>	CA	CA	CA	CA	CA
<b>Los Gatos</b>	CA	CA	CA	CA	CA
<b>Milpitas</b>	10.00	Jan-10.50 July-11.00	Jan-12.00 July-13.50	July-15.00	July-15.35*
<b>Monte Sereno</b>	CA	CA	CA	CA	CA
<b>Morgan Hill</b>	CA	CA	CA	CA	CA
<b>Mountain View</b>	11.00	13.00	15.00	15.35*	15.75*
<b>Palo Alto</b>	11.00	12.00	13.50	15.00	15.35*
<b>San Jose</b>	10.30	Jan-10.50 July-12.00	13.50	15.00	15.35*
<b>Santa Clara</b>	11.00	11.10	13.00	15.00	15.35*
<b>Saratoga</b>	CA	CA	CA	CA	CA
<b>Sunnyvale</b>	11.00	13.00	15.00	15.35*	15.75*

\* Estimated increases based on historical regional Consumer Price Index (CPI) of San Francisco-Oakland-San Jose regional of 2.5%.

CA = City follows same schedule as the State of California  
(NP) = Non-profit 501(C)(3) adjusted rate