

Inventory of Local Minimum Wage Ordinances
UC Berkeley Center for Labor Research and Education
Last updated: 8/18/2016

		Minimum wage increase schedule (Dollar amounts are nominal)														Law details*							
	Locality (year enacted)	Wage before first increase	1st step		2nd step		3rd step		4th step		5th step		6th step		7th step		Is the minimum wage indexed?	Index details	Is there a subminimum wage for tipped employees?	Details on subminimum wage for tipped employees	Do other forms of compensation count toward minimum wage?	Details on other forms of compensation	Link to law text
			New minimum wage	Date of increase	New minimum wage	Date of increase	New minimum wage	Date of increase	New minimum wage	Date of increase	New minimum wage	Date of increase	New minimum wage	Date of increase	New minimum wage	Date of increase							
1	Albuquerque, NM (2006)	\$5.15	\$6.75	1/1/2007	\$7.15	1/1/2008	\$7.50	1/1/2009									yes	U.S. CPI-W	yes	45% of MW in 2013; 60% starting in 2014	yes	MW is \$1.00 less for employers who provide healthcare and/or childcare benefits of an annualized cost of at least \$2,500	link
	Albuquerque, NM (2012)	\$7.50	\$8.50	1/1/2013																			
2	Bangor, ME (2015)	\$7.50	\$8.25	1/1/2017	\$9.00	1/1/2018	\$9.75	1/1/2019									yes	U.S. CPI-U	yes	50% of MW	no	n/a	link
3	Berkeley, CA (2014) ¹	\$9.00	\$10.00	10/1/2014	\$11.00	10/1/2015	\$12.53	10/1/2016	15.00	10/1/2017	15.00	10/1/2018	16.00	10/1/2019	16.00	10/1/2019	no	n/a	no	n/a	no	n/a	link
4	Bernalillo County, NM (2013)	\$7.50	\$8.00	7/1/2013	\$8.50	1/1/14											yes	U.S. CPI	yes	Federal tipped worker minimum wage (\$2.13)	yes	MW is \$1.00 less for employers who provide healthcare and/or childcare benefits of an annualized cost of at least \$2,500	link
5	Chicago, IL (2014)	\$8.25	\$10.00	7/1/2015	\$10.50	7/1/2016	\$11.00	7/1/2017	\$12.00	7/1/2018	\$13.00	7/1/2019					yes	U.S. CPI; capped at 2.5%; no increase if Chicago unemployment rate is ≥ 8.5%	yes	\$5.45 in 2015; \$5.95 in 2016; indexed to CPI thereafter	no	n/a	link
6	El Cerrito, CA (2015)	\$10.00	\$11.60	7/1/2016	\$12.25	1/1/2017	\$13.60	1/1/2018	\$15.00	1/1/2019							yes	S.F. CPI-W	no	n/a	no	n/a	link
7	Emeryville, CA (2015) large businesses (more than 55 employees)	\$9.00	\$14.44	7/1/2015	\$14.82	7/1/2016	\$15.00	7/1/2017	\$16.00	7/1/2018	\$16.00	7/1/2019	16.00	7/1/2020			yes	S.F. CPI-U	no	n/a	no	n/a	link
	Emeryville, CA (2015) small businesses (55 or fewer employees)	\$9.00	\$12.25	7/1/2015	\$13.00	7/1/2016	\$14.00	7/1/2017	\$15.00	7/1/2018	Same rate as large businesses		7/1/2019										
8	Johnson County, IA (2015)	\$7.25	\$8.20	11/1/2015	\$9.15	5/1/2016	\$10.10	1/1/2017									yes (starting 7/1/2018)	Midwest CPI	yes	40% of MW	no	n/a	link
9	Las Cruces, NM (2014)	\$7.50	\$8.40	1/1/2015	\$9.20	1/1/2017	\$10.10	1/1/2019									yes	West CPI-W	yes	40% of MW	no	n/a	link
10	Lexington, KY (2015) ²	\$7.25	\$8.20	7/1/2016	\$9.15	7/1/2017	\$10.10	7/1/2018									no	n/a	yes	Federal tipped worker minimum wage (\$2.13)	no	n/a	link
11	Long Beach, CA (2016) ^{3,4} large employers (more than 25 employees)	\$10.00	\$10.50	1/1/2017	\$12.00	1/1/2018	\$13.00	1/1/2019	\$14.00 ³	1/1/2020	\$15.00 ³	1/1/2021					yes (beginning 2023)	L.A. CPI-W	no	n/a	no	n/a	link
	Long Beach, CA (2016) small businesses (25 employees or fewer) and nonprofits	\$10.00	\$10.50	1/1/2018	\$12.00	1/1/2019	\$13.00	1/1/2020	\$14.00 ³	1/1/2021	\$15.00 ³	1/1/2022											
12	Los Angeles, CA (2015) large businesses (more than 25 employees) ⁵	\$10.00	\$10.50	7/1/2016	\$12.00	7/1/2017	\$13.25	7/1/2018	\$14.25	7/1/2019	\$15.00	7/1/2020					yes	L.A. CPI-W	no	n/a	no	n/a	link
	Los Angeles, CA (2015) small businesses (25 or fewer employees)	\$10.00	\$10.50	7/1/2017	\$12.00	7/1/2018	\$13.25	7/1/2019	\$14.25	7/1/2020	\$15.00	7/1/2021											
13	Los Angeles County, CA (2015) large businesses (more than 25 employees)	\$10.00	\$10.50	7/1/2016	\$12.00	7/1/2017	\$13.25	7/1/2018	\$14.25	7/1/2019	\$15.00	7/1/2020					yes	CPI over previous 20 years	no	n/a	no	n/a	link
	Los Angeles County, CA (2015) small businesses (25 or fewer employees)	\$10.00	\$10.50	7/1/2017	\$12.00	7/1/2018	\$13.25	7/1/2019	\$14.25	7/1/2020	\$15.00	7/1/2021											
14	Louisville, KY (2014)	\$7.25	\$7.75	7/1/2015	\$8.25	7/1/2016	\$9.00	7/1/2017									yes	South urban CPI; capped at 3%	yes	Federal tipped worker minimum wage (\$2.13)	no	n/a	link
15	Malibu, CA (2016) large businesses (26 or more employees)	\$10.00	\$10.50	7/1/2016	\$12.00	7/1/2017	\$13.25	7/1/2018	\$14.25	7/1/2019	\$15.00	7/1/2020					yes (beginning 2020)	L.A. CPI-W	no	n/a			link
	Malibu, CA (2016) small businesses (25 or fewer employees)	\$10.00	\$10.50	7/1/2017	\$12.00	7/1/2018	\$13.25	7/1/2019	\$14.25	7/1/2020	\$15.00	7/1/2021											
16	Miami Beach, FL (2016)	\$8.05	\$10.31	1/1/2018	\$11.31	1/1/2019	\$12.31	1/1/2020	\$13.31	1/1/2021							at discretion of City Council ⁶	CPI-U Miami PMSA	yes	Federal tipped worker minimum wage (\$2.13)	no	n/a	link
17	Montgomery County, MD (2013)	\$7.25	\$8.40	10/1/2014	\$9.55	10/1/2015	\$10.75	10/1/2016	\$11.50	10/1/2017							no	n/a	yes	\$4.00 (tip credit must not exceed County MW less 50% of state MW)	no	n/a	link
18	Mountain View, CA (2015)	\$10.30	\$11.00	1/1/2016	\$13.00	1/1/2017	\$15.00	1/1/2018									yes	S.F. CPI-W	no	n/a	no	n/a	link
19	Oakland, CA (2014)	\$9.00	\$12.25	3/1/2015	12.57	3/1/2016	12.9	3/1/2017	13	3/1/2018	14	3/1/2019	14	3/1/2020			yes	S.F. CPI-W	no	n/a	no	n/a	link
20	Palo Alto, CA (2015)	\$9.00	\$11.00	1/1/2016													yes	U.S. CPI-W	no	n/a	no	n/a	link

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21	Pasadena, CA (2016) ⁷ <i>large businesses (26 or more employees)</i> ⁸	\$10.00	\$10.50	7/1/2016	\$12.00	7/1/2017	\$13.25	7/1/2018									yes (starting 2022)	L.A. CPI-W	no	n/a	no	n/a	link
	Pasadena, CA (2016) <i>small businesses (25 or fewer employees)</i>	\$10.00	\$10.50	7/1/2017	\$12.00	7/1/2018																	
22	Portland, ME (2015)	\$7.50	\$10.10	1/1/2016	\$10.68	1/1/2017											yes	U.S. CPI-U	yes	\$3.75 (same as state law)	no	n/a	link
23	Prince George's County, MD (2013)	\$7.25	\$8.40	10/1/2014	\$9.55	10/1/2015	\$10.75	10/1/2016	\$11.50	10/1/2017							no	n/a	yes	\$3.63 (same as state law)	no	n/a	link
24	Richmond, CA (2014) ⁹	\$9.00	\$9.60	1/1/2015	\$11.52	1/1/2016	\$12.30	1/1/2017	\$13.00	1/1/2018	13.0	1/1/2019	14.0	1/1/2020			yes	S.F. CPI-W	no	n/a	yes	MW is \$1.50 less for employers who pay at least \$1.50/hr per employee for employer-compensated health care	link
25	Sacramento, CA (2015) ¹⁰ <i>large employers (more than 100 employees)</i>	\$9.00	\$10.50	1/1/2017	\$11.00	1/1/2018	\$11.75	1/1/2019	\$12.50	1/1/2020							yes (starting 1/1/2022)	CPI-W West - Size Class B/C	no	n/a	yes	Healthcare credit: --\$.50/hr when MW is \$10.50 --\$1.00/hr when MW is \$11.00 --\$1.50/hr when MW is \$11.75 --\$2.00/hr when MW is \$12.50 --On 1/1/2022, credit to be adjusted in proportion to change in CPI-W West - Size Class B/C	link
	Sacramento, CA (2015) <i>small employers (100 or fewer employees)</i>	\$10.00	\$10.50	1/1/2018	\$11.00	1/1/2019	\$11.75	1/1/2020	\$12.50	1/1/2021													
26	San Diego, CA (2014)	\$9.00	\$9.75	1/1/2015	\$10.50	1/1/2016	\$11.50	1/1/2017									yes	U.S. CPI-W	no	n/a	no	n/a	link
27	San Francisco, CA (2014)	\$11.05	\$12.25	5/1/2015	\$13.00	7/1/2016	\$14.00	7/1/2017	\$15.00	7/1/2018	16.0	43,647.0	16.0	7/1/2020			yes	S.F. CPI-W	no	n/a	no	n/a	link
28	San Jose, CA (2012)	\$8.00	\$10.00	3/11/2013													yes	U.S. CPI-W	no	n/a	no	n/a	link
29	San Mateo, CA (2016)	\$10.50	\$12.00	1/1/2017	\$13.50	1/1/2018	\$15.00	1/1/2019									yes	S.F. CPI-W	no	n/a	no	n/a	link
	San Mateo, CA (2016) <i>nonprofits</i>		\$10.50	1/1/2017	\$12.00	1/1/2018	\$13.50	1/1/2019	same as other businesses														
30	Santa Clara, CA (2015)	\$10.00	\$11.00	1/1/2016													yes	U.S. CPI-W	no	n/a	no	n/a	link
31	Santa Fe, NM (2003) <i>large businesses only (at least 25 employees); small businesses covered via 2007 amendment</i>	\$5.15	\$8.50	6/24/2004	\$9.50	Date of increase											yes (starting 2008)	West CPI-W	yes	Federal tipped worker minimum wage (\$2.13)	yes	The value of health and childcare benefits shall be considered as an element of wages	link
32	Santa Fe County, NM (2014)	\$7.50	\$10.66	4/26/2014													yes	West CPI-W	yes	30% of MW	no	n/a	link
33	Santa Monica, CA (2016) <i>large businesses (26 or more employees)</i> ¹¹	\$10.00	\$10.50	7/1/2016	\$12.00	7/1/2017	\$13.25	7/1/2018	\$14.25	7/1/2019	\$15.00	7/1/2020					yes (starting 7/1/2022)	L.A. CPI-W	no	n/a	no	n/a	link
	Santa Monica, CA (2016) <i>small businesses (25 or fewer employees)</i>		\$10.50	7/1/2017	\$12.00	7/1/2018	\$13.25	7/1/2019	\$14.25	7/1/2020	\$15.00	7/1/2021											
34	Seattle, WA (2014) ¹² <i>large businesses (more than 500 employees)</i>	\$9.54	\$11.00	4/1/2015	\$13.00	1/1/2016	\$15.00	1/1/2017	\$15.00	1/1/2018	\$16.00	1/1/2018					yes	U.S. CPI-W	no	n/a	yes (temporary)	Large employers who provide toward an individual's medical plan pay reduced minimum wage for the years 2016, 2017, and 2018	link
	Seattle, WA (2014) <i>small businesses (500 or fewer employees)</i>	\$9.54	\$11.00	4/1/2015	\$12.00	1/1/2016	\$13.00	1/1/2017	\$14.00	1/1/2018	\$15.00	1/1/2019	\$15.75	1/1/2020	\$15.75	1/1/2020	yes	U.S. CPI-W	yes (temporary)	Until 2025, small employers may count tips toward minimum compensation requirement	yes (temporary)	Until 2021, tips and employer payments toward medical benefits can be applied toward the minimum compensation requirement	
35	Sunnyvale, CA (2014; amended 2016)	\$9.00	\$10.30	1/1/2015	11.00	7/1/2016	\$13.00	1/1/2017	\$15.00	1/1/2018							yes	S.F. CPI-W	no	n/a	no	n/a	link
36	Tacoma, WA (2015)	\$9.47	\$10.35	2/1/2016	11.15	1/1/2017	\$12.00	1/1/2018									yes	U.S. CPI-W	no	n/a	no	n/a	link
37	Washington D.C. (2014; amended 2016)	\$8.25	\$9.50	7/1/2014	\$10.50	7/1/2015	\$11.50	7/1/2016	\$12.50	7/1/2017	\$13.25	7/1/2018	\$14.00	7/1/2019	\$15.00	7/1/2020	yes	D.C. CPI-U	yes	1/1/2005: \$2.77 7/1/2017: \$3.33 7/1/2018: \$3.89 7/1/2019: \$4.45 7/1/2020: \$5.00 7/1/2021: indexed to D.C. CPI-U	no	n/a	link link link link

¹ Berkeley's minimum wage law exempts nonprofit organizations for the first year.

² Lexington's minimum wage exempts agricultural workers.

³ Long Beach's minimum wage allows employers to pay "new working interns" 85% of the minimum wage for 480 hours or 6 months, whichever comes first.

⁴ Pending results of a study in 2019 on the economic impacts of the minimum wage, the Long Beach minimum wage may increase to \$14.00 on 1/1/2020 and to \$15.00 on 1/1/2021, with small businesses and nonprofits provided with a one-year delay.

⁵ Los Angeles's minimum wage law allows nonprofit organizations with more than 25 employees to apply for coverage under the small business schedule.

⁶ Annual index cannot exceed 3 percent. Each year the Miami Beach City Council will determine whether or not to index the minimum wage during the review

⁷ Pending results of a minimum wage impact study by the City Manager presented to City Council no later than 2/18/2019, the City Council may request amendments to the ordinance to increase the wage to \$14.25 by 7/1/2019 and to \$15.00 on 7/1/2020.

⁸ Pasadena's minimum wage law allows nonprofit organizations with more than 26 or more employees to apply for coverage under the small business schedule.

⁹ Richmond's minimum wage law allows employers that derive more than 50% of their income from transactions where goods and services produced in

¹⁰ Sacramento's minimum wage law exempts from coverage participants, up to 25 years of age, in a youth job training program operated by a nonprofit corporation or a government agency.

¹¹ Santa Monica's minimum wage law allows nonprofit organizations with more than 25 employees to apply for coverage under the small business schedule.

¹² Seattle's minimum wage law has four wage schedules, based on employer size and whether or not non-wage compensation is counted. See murray.seattle.gov/minimumwage/.

* This table does not summarize all provisions of the laws; see law text for additional details.