

# Local Minimum Wages

Labor Market Information is critical to make hiring decisions. It is important to keep up with what your staff could be making somewhere else. Unfortunately, it may take some research on your part to determine the pay scale and benefits being offered around the region:

- You may need to scan job sites to find like-jobs in the region.
- Glassdoor has some research on occupations and industry paid rates for the San Francisco.
- The California Economic Development Department has information on Occupational Employment Statistics and Wages (OES)
- The Bureau of Labor Statistics has national information on pay and benefits.

Minimum wage also varies by location. With the mobility of our region, it is important to realize that your potential employee does not need to drive very far to get a dollar or more an hour. Below is a graph with current and future state and local minimum wages for cities in the Bay Area. If your city is not list, its minimum wage is that of the state's.

	1/1/19	7/1/19	1/1/20	7/1/20	1/1/21	7/1/21	1/1/22	7/1/21	1/1/23
State of CA, w/ 26+ emp.	12.00		13.00		14.00		15.00		15.00
State of CA, w/ <26 emp.	11.00		12.00		13.00		14.00		15.00
Alameda		13.50		15.00					
Belmont	13.50		15.00		15.90				
Berkeley	15.00	15.59							
Cupertino	15.00		15.35						
Daly City	12.00		13.75		15.00				
El Cerrito	15.00		15.37						
Emeryville	15.00	16.00		16.42					
Fremont, w/ 26+ employees		13.50		15.00					
Fremont, w/ <26 employees				13.50		15.00			
Los Altos	15.00		15.40						
Menlo Park	12.00		15.00						
Milpitas	13.50		15.00						
Mountain View	15.00		16.05						
Oakland	13.80		14.14						
Palo Alto	15.00		15.40						
Redwood City	13.50		15.00						
Richmond	15.00		15.38						
San Francisco	15.00	15.59							
San Jose	15.00		15.25						
San Leandro	13.00	14.00		15.00					
San Mateo	15.00		15.38						
Santa Clara	15.00		15.40						
South San Francisco	12.00		15.00						
Sunnyvale	15.00		16.05						

<http://laborcenter.berkeley.edu/minimum-wage-living-wage-resources/inventory-of-us-city-and-county-minimum-wage-ordinances/>

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