

Attachment 1

Study Session: Review and Analysis of Minimum Wage Increase for City of South San Francisco Employees

Table 1 *California State Minimum Wage Schedule*

Date	Minimum Wage for Employers with 25 Employees or Less	Minimum Wage for Employers with 26 Employees or More
January 1, 2017	\$10.00/hour	\$10.50/hour
January 1, 2018	\$10.50/hour	\$11.00/hour
January 1, 2019	\$11.00/hour	\$12.00/hour
January 1, 2020	\$12.00/hour	\$13.00/hour
January 1, 2021	\$13.00/hour	\$14.00/hour
January 1, 2022	\$14.00/hour	\$15.00/hour
January 1, 2023	\$15.00/hour	CPI Adjustment

Table 2 *San Mateo County Cities With Minimum Wage Ordinances*

San Mateo County	2019	2020	2021
Belmont	\$13.50	\$15.00	CPI Adj.
Daly City	\$12.00	\$13.75	\$15.00
Redwood City	\$13.50	\$15.00	CPI Adj.
San Mateo*	\$15.00	CPI Adj.	CPI Adj.

**San Mateo – Minimum wage for non-profit organizations is \$13.50 in 2019, and equal to other employers in 2020 and beyond.*

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Table 3 Other San Francisco Bay Area Cities with Minimum Wage Ordinances

City	2019	2020	2021
Alameda	\$15.00	\$15.00	\$15.00
Berkeley	\$15.00	CPI Adj.	CPI Adj.
Cupertino	\$15.00	CPI Adj.	CPI Adj.
El Cerrito	\$15.00	CPI Adj.	CPI Adj.
Emeryville*	\$15.69	CPI Adj.	CPI Adj.
Fremont**	\$14.25	\$15.00	CPI Adj.
Los Altos	\$15.00	CPI Adj.	CPI Adj.
Milpitas	\$13.50	\$15.00 (7/1/19)	CPI Adj.
Mountain View	\$15.65	CPI Adj.	CPI Adj.
Oakland	\$13.80	CPI Adj.	CPI Adj.
Palo Alto	\$15.00	CPI Adj.	CPI Adj.
Richmond	\$15.00	CPI Adj.	CPI Adj.
San Francisco	\$15.00	CPI Adj.	CPI Adj.
San Jose	\$15.00	CPI Adj.	CPI Adj.
San Leandro	\$14.00	\$15.00	CPI Adj.

*Emeryville - Minimum wage is \$15.69 for 56 employees or more, \$15 for 55 or fewer employees.

** Fremont - Employers with 25 or fewer increase to \$15 by 2021. Employees under age 21 employed by non-profit organization are exempted.

Table 4 City of South San Francisco Classifications with Steps below \$15 per hour

Effective December 28, 2018

Pay Steps (Hourly)

Classification	1	2	3	4	5
Recreation Instructor - Hourly	12.00				38.00
Recreation Leader I – Hourly	12.00	12.60	13.23	13.90	14.59
Recreation Leader II – Hourly and Regular (AFSCME)	13.20	13.86	14.55	15.28	16.04
Recreation Leader III – Hourly and Regular (AFSCME)	14.57	15.29	16.06	16.86	17.71
Library Page - Hourly	12.00	12.60	13.23	13.90	14.59
Library Clerk - Hourly	14.62	15.35	16.12	16.92	17.77

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Table 5 *Estimated Cost to Increase City Employee Minimum Wage to \$15 (With Equity Adjustments for entire job series)*

Calendar Year	CA Minimum Wage (26+ Employers)	Proposed internal Minimum Wage	Additional cost Of Wages	Additional Cost of Wages & Benefits (CalPERS)
2019*	\$12.00	\$15.00	\$328,776	\$366,911
2020	\$13.00	\$15.00	\$494,083	\$556,364
2021	\$14.00	\$15.00	\$247,042	\$279,892
2022	\$15.00	\$15.00	--	--

**2019 costs are based on a July 1 effective date (6 months)*

Table 6 *Estimated Cost to Increase City Employee Minimum Wage to \$15 with no equity adjustments.*

Calendar Year	CA Minimum Wage (26+ Employers)	Proposed internal Minimum Wage	Additional cost Of Wages	Additional Cost of Wages & Benefits (CalPERS)
2019*	\$12.00	\$15.00	\$82,331	\$83,432
2020	\$13.00	\$15.00	\$120,682	\$122,481
2021	\$14.00	\$15.00	\$60,341	\$61,290
2022	\$15.00	\$15.00	--	--

**2019 costs are based on a July 1 effective date (6 months)*