

**TABLE 1: MINIMUM WAGE COMPARISON**

<b>Cities in San Mateo County</b>	<b>Rate in 2019</b>	<b>Notes</b>
Belmont	\$15.00/hr	Increases to \$15.91 on January 1, 2021 and annual increase set to CPI starting in January 1, 2022
Redwood City	\$13.50/hr	Increases to \$15.00 in January 1, 2020 and annual increase set to CPI starting 2021
San Mateo	\$15.00/hr	Increases by CPI in January 1, 2020 and annual increase set to CPI

<b>City and County of San Francisco</b>	\$15.00/hr	Starting July 1, 2019 will increase to \$15.59, annual increase set to CPI
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<b>Cities in Santa Clara County</b>	<b>Rate in 2019</b>	<b>Notes</b>
Cupertino	\$15.00/hr	Annual increase set to CPI on January 1, not to exceed 5%
Los Altos	\$15.00/hr	Annual increase set to CPI on January 1, not to exceed 5%
Milpitas	\$13.50/hr	\$15 on July 1, 2019 and annually set to CPI on July 1, not to exceed 5%
Mountain View	\$15.65/hr	Annual increase set to CPI on January 1
Palo Alto	\$15.00/hr	\$15 on July 1, 2019 and annually set to CPI on July 1, not to exceed 5%
Sunnyvale	\$15.65/hr	Annual increase set to CPI on January 1 not to exceed 5%
San Jose	\$15.00/hr	Annual increase set to CPI on January 1 not to exceed 5%
Santa Clara	\$15.00/hr	Annual increase set to CPI on January 1 not to exceed 5%

<b>California State Minimum Wage</b>		
	<b>25 Employees and Under</b>	<b>Over 25 employees</b>
2019	\$11	\$12
2020	\$12	\$13
2021	\$13	\$14
2022	\$14	\$15
2023	\$15	\$15