

Attachment A:
Summary of Minimum Wage Ordinances in San Mateo County

San Mateo - On August 15, 2016, the San Mateo City Council adopted a Minimum Wage Ordinance with a wage schedule whereby most employers are required to pay \$15 per hour by 2019. Non-profit organizations that are tax-exempt per Section 501(c)(3) of the tax code were provided with an extended time frame to reach \$15 per hour beginning January 1, 2020.

City of San Mateo Minimum Wage		
Effective Date	Citywide	Nonprofit
January 1, 2016	\$10.00	\$10.00
January 1, 2017	\$12.00	\$10.50
January 1, 2018	\$13.50	\$12.00
January 1, 2019	\$15.00	\$13.50
January 1, 2020	\$15.00+CPI	\$15.00+CPI
January 1, 2021	CPI	CPI
January 1, 2022	CPI	CPI
January 1, 2023	CPI	CPI

Belmont – On November 14, 2017, the City Council adopted an ordinance to increase Belmont’s minimum wage rate to \$15.00 per hour by 2020. Beginning on January 1, 2021, the minimum wage will adjust annually based on the regional Consumer Price Index (CPI). On January 1, 2021, the Belmont minimum wage will be increased by the 2020 and 2019 CPI; this will align Belmont’s minimum wage with the City of San Mateo’s minimum wage program - \$15.00 + 2020 CPI + 2019 CPI.

City of Belmont Minimum Wage	
Effective Date	Citywide
January 1, 2018	\$12.50
January 1, 2019	\$13.50
January 1, 2020	\$15.00
January 1, 2021	\$15.00 + 2020 CPI + 2019 CPI
January 1, 2022	CPI
January 1, 2023	CPI

Redwood City – On April 9, 2018, the City Council adopted an ordinance to increase the minimum wage rate to \$15 an hour plus an amount corresponding to the prior years increase in the cost of living by January 1, 2020. Beginning on January 1, 2021 the minimum wage will adjust annually based on the regional Consumer Price Index (CPI).

City of Redwood City Minimum Wage	
Effective Date	Citywide
January 1, 2019	\$13.50
January 1, 2020	\$15.38 (\$15.00 + 2019 CPI)
January 1, 2021	CPI

Daly City – On January 14, 2019, the City Council adopted an ordinance that will increase the local minimum wage to \$15.00 per hour by 2021. Beginning on January 1, 2022 the minimum wage will adjust annually based on the regional Consumer Price Index (CPI).

City of Daly City Minimum Wage	
Effective Date	Citywide
February 13, 2019	\$12.00
January 1, 2020	\$13.75
January 1, 2021	\$15.00
January 1, 2022 and thereafter	CPI

South San Francisco – On August 28, 2019, the City Council adopted an ordinance to increase South San Francisco’s minimum wage rate to \$15 per hour by January 1, 2020. Beginning on January 1, 2021 the minimum wage will adjust annually based on the regional Consumer Price Index (CPI).

City of South San Francisco Minimum Wage	
Effective Date	Citywide
January 1, 2020	\$15.00
January 1, 2021 and thereafter	CPI

Menlo Park – On September 24, 2019, the City Council adopted an ordinance to increase Menlo Park’s minimum wage rate to \$15 per hour by January 1, 2020. Beginning on January 1, 2021 the minimum wage will adjust annually based on the regional Consumer Price Index (CPI).

City of Menlo Park Minimum Wage	
Effective Date	Citywide
January 1, 2020	\$15,00
January 1, 2021 and thereafter	CPI