

Exhibit 1: Bay Area Cities with Minimum Wage Ordinances

Jurisdiction	Effective date (date of first increase)	Min. wage at first increase (effective date)	Current minimum wage (as of 1/2018)	Date that \$15/hr is reached	On-ramp time (years)	Number of steps to \$15	Average increase per step ⁽²⁾	Average increase per year ⁽²⁾
State								
State of California, 25 or fewer employees	1/1/2018	\$10.50	\$10.50	1/1/2023	5.00	6	7.40%	7.39%
State of California, 26 or more employees	1/1/2017	\$10.50	\$11.00	1/1/2022	5.00	6	7.40%	7.39%
Alameda County Cities								
Berkeley	10/1/2014	\$10.00	\$13.75	10/1/2018	4.00	5	10.68%	10.67%
Emeryville, 55 or fewer employees	7/2/2015	\$12.25	\$14.00	7/1/2018	3.00	4	6.99%	6.99%
Emeryville, 56 or more employees	7/2/2015	\$14.44	\$15.20	7/1/2017	2.00	3	2.60%	2.60%
Oakland	3/2/2015	\$12.25	\$13.23	2023 (est.) ⁽¹⁾	7.5 (est.) ⁽¹⁾	9 (est.) ⁽¹⁾	2.60%	2.75%
San Leandro	7/1/2017	\$12.00	\$13.00	7/1/2020	3.00	4	7.72%	7.72%
Contra Costa County Cities								
Richmond	1/1/2015	\$9.60	\$13.41	1/1/2019	4.00	5	11.91%	11.80%
El Cerrito	7/1/2016	\$11.60	\$13.60	1/1/2019	2.50	4	8.97%	10.82%
Other Bay Area Cities								
Cupertino	1/1/2017	\$12.00	\$13.50	1/1/2019	2.00	3	11.81%	11.80%
Los Altos	1/1/2017	\$12.00	\$13.50	1/1/2019	2.00	3	11.81%	11.80%
Milpitas	7/1/2017	\$11.00	\$13.50	7/1/2019	2.00	4	10.90%	16.77%
Mountain View	1/1/2016	\$11.00	\$15.00	1/1/2018	2.00	3	16.78%	16.77%
Palo Alto	1/1/2016	\$11.00	\$13.50	1/1/2019	3.00	4	10.90%	10.89%
San Francisco	5/1/2015	\$12.25	\$14.00	7/1/2018	3.17	4	6.99%	6.60%
San Jose ⁽⁴⁾	1/6/2017	\$10.50	\$13.50	1/1/2019	1.99	4	12.63%	19.67%
San Mateo	1/1/2017	\$12.00	\$13.50	1/1/2019	2.00	3	11.81%	11.80%
San Mateo, nonprofit organizations	1/1/2017	\$10.50	\$12.00	1/1/2020	3.00	4	12.63%	12.63%
Santa Clara	1/1/2017	\$11.10	\$13.00	1/1/2019	2.00	3	16.25%	16.25%
Sunnyvale	1/1/2015	\$10.30	\$15.00	1/1/2018	3.00	4	13.45%	13.35%

Notes:

1. Oakland's ordinance established a minimum wage of \$12.25, effective 3/2/2015. The minimum wage increases each year based on the consumer price index (CPI) for the Bay Area. The most recent increase occurred 1/1/18, raising the minimum wage to \$13.23. Because the increases are based on the CPI, which is variable, the date when \$15.00/hr. will be reached is uncertain. Based on the average increase over the runway to date, it is estimated to reach \$15 in mid-2022, 7.5 years after the ordinance went into effect. Since the increases occur on January 1st, the increase to \$15 would occur on 1/1/2023, consistent with the wage for the State of California.
2. Average step increase and average annual increase are for the "runways," from the effective date of the ordinance (first increase) to \$15 (or to most recent increase if using CPI). The calculations do not include the increase from the prevailing wage before ordinance went into effect to the first step of increase. Average step increase and average annual increase differ in part because in some jurisdictions, the step increases occurred more frequently or less frequently than yearly.
3. San Jose adopted two minimum wage ordinances, one in 2012 and another in 2016. This data reflects the 2016 ordinance.