	Belmont	Berkeley	Cupertino	El Cerrito	Emeryville	Los Altos	Milpitas	Mountain View	Oakland	Palo Alto	Redwood City	Richmond	San Francisco	San Jose	San Leandro	San Mateo	Santa Clara	Sunnyvale	State of California
Learners/job training programs	●	●			●						●	●		●	●	●			●	
Non-profit (1-year deferral)																●				
Health, housing, or meal benefit			●			●	●					●		●			●		●	
Small v. Large Employer					●														●	
Sales commissions to be deducted			●	●		●	●							●			●	●		
Collective Bargaining Agreement	●	●	●	●	●	●		●		●	●	●	●	●	●	●	●	●	●	
Exempts government agencies			●			●	●	●		●	●			●			●	●		
Capped	3.50%		5%			5%	5%			5%				5%					3.50%	
Off-ramp			●			●	●							●			●		●	
Current Minimum Wage	$ 12.50	$ 15.00	$ 13.50	$ 13.60	$15.00 (sm bus(/ $15.60 (lg bus)	$ 13.50	$12.00 on 1/1/18, $13.50 on 7/1/18	$ 15.00	$ 13.23	$ 13.50	$ 11.00	$ 13.41	$ 15.00	$ 13.50	$ 13.00	$ 13.50	$ 13.00	$ 15.00	$ 11.00	

● = included in the ordinace for indicated city