

Local Minimum Wage Ordinance November 2019)

Jurisdiction	Ordinance Considered	Community Outreach	Ordinance Details	Other Comments
Atherton Jennifer Frew jfrew@ci.atherton.ca.us	<ul style="list-style-type: none"> No, Atherton does not have businesses in town – only residential and schools. 	n/a	n/a	n/a
Belmont Jennifer Rose, Management Analyst II Housing & Economic Development Finance Department (650) 595-7453 jrose@belmont.gov	<ul style="list-style-type: none"> Yes, adopted 11/14/2017. Study Session on 10/24/17 (Item 9A). Action taken on 11/14/2017 (Item 9B) and 11/28/17 (Item 7F). 	<ul style="list-style-type: none"> Did not do a substantial amount of outreach for the City Council actions beyond regular notification, and notifying the Chamber of Commerce directly. Used other jurisdictions for examples, and tied increases to align with neighboring Cities by 2021. Did do a substantial outreach effort once the Ordinance was adopted and prior to the first increase, including a direct mailer to the physical business address for all business license holders, and e-mail version to business license holders, weekly updates, Nextdoor, social media, etc. 	<ul style="list-style-type: none"> Based on Council direction to increase MW to \$15 by 2020. 7/1/2018: \$12.50 per hour 1/1/2019: \$13.50 per hour 1/1/2020: \$15 per hour 1/1/2021: \$15.90 per hour 1/1/2022 and each following year: CPI up to 3.5% All employers are subject to MW ordinance, and all employees who work two or more hours entitled to MW. No fringe benefits. Use City of San Jose Office of Equality Assurance for enforcement but to there hasn't been one single enforcement inquiry or action. City Manager's office gets about 4-5 inquiries per year confirming applicability of MW. 	<ul style="list-style-type: none"> 10/24 and 11/14 City Council staff reports are good examples of how to organize information. Belmont City Council was confident in their position to accelerate MW going into this process so it was not controversial. https://www.belmont.gov/our-city/frequently-asked-questions/minimum-wage
Brisbane Angel Ibarra, Admin Management Analyst 415-508-2109 aibarra@ci.brisbane.ca.us	<ul style="list-style-type: none"> Been discussed in 2017; will revisit. 	n/a	n/a	\$15/hr agency wide minimum wage in 2017
Burlingame Lisa K. Goldman, City Manager lgoldman@burlingame.org	No	n/a	n/a	n/a
Colma Brian Dossey, City Manager bdossey@colma.ca.gov	No	n/a	n/a	<ul style="list-style-type: none"> \$13/hr agency wide minimum wage in 2019. https://storage.googleapis.com/proudcity/colmaca/uploads/2019/04/04.10.19-Regular-Meeting-Agenda-Packet.pdf
Daly City Stephen Stolte, Asst. to CM 650-991-8126 sstolte@dalycity.org	<ul style="list-style-type: none"> Yes, Ordinance adopted on 1/14/2019 and went into effect on 2/13/2019. Study Session 10/8/2018. 	<ul style="list-style-type: none"> Sent postcard to businesses with active business licenses asking them to complete online survey (low response rate). Newsletter announcements. 	<ul style="list-style-type: none"> Includes all employers and employees working 2 or more hours per week. Rate determined by City Council preference to reach \$15/hr. 	<ul style="list-style-type: none"> There was wide support for ordinance since most employers already pay a higher rate to stay competitive in the regional economy – no major business impacts. www.dalycity.org/MinimumWage

	<ul style="list-style-type: none"> Public Hearing 11/26/2018. 	<ul style="list-style-type: none"> Conducted an online survey and publicized study session/public hearing. Higher min. wage advocacy groups came to study sessions (asked for higher wage than what was adopted) but did not engage staff directly. 	<ul style="list-style-type: none"> Fringe benefits cannot be used to meet min. wage. Enforced by City Manager/City Attorney – no enforcement action to date. 2/13/2019: \$12 per hour 1/1/2020: \$13.75 per hour 1/1/2021: \$15 per hour 1/1/2022 and thereafter: Adjusted annually based on CPI 	<ul style="list-style-type: none"> Redwood City and San Mateo use the City of San Jose’s Office of Equality Assurance to enforce, but they did not expand their contract to Daly City.
East Palo Alto	<ul style="list-style-type: none"> No information available online, no response from staff. 			
Foster City	<ul style="list-style-type: none"> To be considered FY 19-20 (stated in strategic plan). 			
Half Moon Bay	<ul style="list-style-type: none"> To be considered FY 19-20 (stated in strategic plan). 			
Hillsborough Ann E. Ritzma, CM aritzma@hillsborough.net	Residential Only, so no.	n/a	n/a	n/a
Menlo Park Justin I. C. Murphy, Deputy City Manager 650-330-6725 JICMurphy@menlopark.org	<ul style="list-style-type: none"> Yes, currently underway. Study Session 5/7/2019. Draft Ordinance and Public Engagement Plan 6/18/2019. Ordinance Introduced 9/10/2019. Second reading and adoption scheduled for 10/15/2019. 	<ul style="list-style-type: none"> Held a community meeting on 8/22/2019. Public engagement plan (Attachment A). Used postcards, email blast to businesses, nonprofits, potential employers, website, nonprofit outreach, outreach to chamber of commerce, community meeting, media coverage. Concerns raised included timing of ordinance, concurrent impacts of import tariffs on retail, impact on employees already earning \$15 per hour, and tip wage. 		<ul style="list-style-type: none"> https://www.menlopark.org/1582/Local-minimum-wage-ordinance
Millbrae	<ul style="list-style-type: none"> No information available online, no response from staff. 			
Pacifica Lia Maksoud, HR Manager (650) 738-7303 maksoudl@ci.pacifica.ca.us	No	n/a	n/a	n/a
Portola Valley Jeremy Dennis, Town Manager jdennis@portolavalley.net	Residential only, so no	<ul style="list-style-type: none"> n/a 	<ul style="list-style-type: none"> n/a 	n/a

<p>Redwood City</p> <p>localminimumwage@redwoodcity.org</p>	<ul style="list-style-type: none"> • Yes, adopted 4/9/2018. • Study Session 9/25/2017 (Item 8a). • First Reading 3/26/2018 (Item 7a). • Second Reading 4/9/2018. 	<ul style="list-style-type: none"> • 6,100 Postcards mailed to all Redwood City Businesses • 250 Business Visits • 10 Stakeholder Meetings • 2 Business Roundtable Meetings • 1 Community Meeting • Online Business Survey • Dedicated City Webpage and Email Address 	<ul style="list-style-type: none"> • 1/1/2019: \$13.50 per hour • 1/1/2020: \$15 per hour plus 2019 consumer price index (CPI) • After 2020, Redwood City's local minimum wage will adjust with the Consumer Price Index. • Applies to all businesses within the geographic boundaries of Redwood City and any employee working at least two or more hours per week. • Enforced by San Jose Office of Equality Assurance (Contract May 2018). 	<ul style="list-style-type: none"> • https://www.redwoodcity.org/department/s/city-manager/city-manager-s-initiatives/proposed-local-minimum-wage
<p>San Bruno</p> <p>Tami Yuki, ACM tyuki@sanbruno.ca.gov</p>	<p>No</p>	<p>n/a</p>	<p>n/a</p>	<p>n/a</p>
<p>San Carlos</p> <p>Tara Peterson Assistant City Manager (650) 802-4230 TPeterson@cityofsancarlos.org</p>	<ul style="list-style-type: none"> • Currently studying 	<ul style="list-style-type: none"> • 	<ul style="list-style-type: none"> • 	
<p>San Mateo</p> <p>Kathy Kleinbaum, Assistant City Manager (650) 522-7153 kkleinbaum@cityofsanmateo.org</p>	<ul style="list-style-type: none"> • Yes, adopted 8/15/2016. 	<ul style="list-style-type: none"> • Outreach to Chamber and Downtown Association and surveyed their members. Restaurants (especially full-service ones) were the most opposed. 	<ul style="list-style-type: none"> • 1/1/2017: \$12 per hour/ \$10.50 per hour for 501(c)3 • 1/1/2018: \$13.50 per hour/ \$12 per hour for 501(c)3 • 1/1/2019: \$15 per hour/ \$13.50 per hour for 501(c)3 • 1/1/2020: \$15 + CPI • 1/1/2021: CPI • Two tier-wage that delayed implementation for 501(c)3 non-profits by a year but applied to all employers with non-salaried employees. • The wage was set to increase gradually every year to hit \$15 by 2019. It will now be adjusted by the CPI going forward and the non-profits will have the same wage as everyone else starting in 2020. • San Jose has been doing enforcement. 	<p>https://www.cityofsanmateo.org/3278/Minimum-Wage</p>
<p>South San Francisco</p> <p>Christina Fernandez, Asst. to CM City of South San Francisco 650-829-6616 Christina.Fernandez@ssf.net</p>	<ul style="list-style-type: none"> • Yes, currently underway. • Council discussion 4/9/2019. • Ordinance introduced 8/28/2019. • Second reading is scheduled for 9/25/2019. 	<ul style="list-style-type: none"> • A series of Business Town Hall Meetings were held in order to obtain feedback from the business community. Larger employers stated that they were unaffected as they already paid well over \$15 per hour in order to recruit and retain employees. Smaller businesses were concerned about the following issues: <ol style="list-style-type: none"> 1. Tipped Employees – fairness of servers vs. back of the house kitchen staff. 2. Entitlement Programs – some front line service employees declined more hours in order to meet eligibility 	<ul style="list-style-type: none"> • Includes all employers subject to a SSF business license. • Proposed: \$15 per hour for all of those businesses within city limits that hold a business license effective January 1, 2020. • SSF researched the wages and rates of neighboring cities in order to determine the proposed rate and wages. • Employers cannot use fringe benefits to meet min requirements. • Currently, the ordinance may be enforced internally by the City. However, the City foresees entering into an agreement 	<ul style="list-style-type: none"> • During the outreach process, ensure you have a variety of locations throughout different parts of the city. • When reaching out to smaller sized businesses, ensure that all collateral is in a variety of languages. • City employee \$15 minimum wage went into effect 7/1/2019.

		<p>requirements for Medi-Cal and other entitlement programs; this would further reduce their hours.</p> <p>3. Profit margins – smaller businesses such as restaurants work with thin margins and may be forced to lay off employees; reduce hours; remove menu items.</p> <p>4. Minors – a grocer stated that minors under 21 cannot be cashiers due to the sale of alcohol and they would not pay \$15 for someone to return carts and clean.</p> <ul style="list-style-type: none"> • SSF held a series of town hall meetings that included in-person outreach, phone calls, social media and email blasts, and advertisement at chamber board meetings. • All research and outreach was performed internally by City staff. • City staff met with local Chamber and the California Restaurant Association. 	with the City of San Jose’s Office of Equality Assurance in the near future.	
<p>Woodside</p> <p>Kevin Bryant, Town Manager (650) 851-6790 KBryant@woodsidetown.org</p>	No	n/a	n/a	n/a

San Jose Enforcement Support

- San Jose’s Office of Quality Assurance provides enforcement services for a few cities in the area; San Jose, Los Altos, Sunnyvale, San Mateo, Cupertino.
- Starting 2020, they will share the cost of a Contract Compliance Specialist under a \$154,000 year contract shared among the cities (estimated \$15,000 per city annually).
- They will receive complaints directly from workers or complaints forwarded by city staff and investigate each case.

Other CA cities with Local Minimum Wage Ordinances:

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| <ul style="list-style-type: none"> • Alameda • Berkeley • Cupertino • Emeryville • Fremont • Los Altos • Los Angeles • Los Angeles County • Malibu • Milpitas • Oakland | <ul style="list-style-type: none"> • Palo Alto • Pasadena • Richmond • San Diego • San Francisco • San Jose • San Leandro • Santa Clara • Santa Monica • Sonoma • Sunnyvale |
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** Special thanks to Tara Peterson, Assistant City Manager, San Carlos for the updated information