

SB3 (Leno, Chapter 4, Statutes of 2016) Minimum wage requirements

Date	Minimum Wage for Employers with 25 Employees or Less	Minimum Wage for Employers with 26 Employees or More
January 1, 2017	\$10.00/hour	\$10.50/hour*
January 1, 2018	\$10.50/hour	\$11.00/hour*
January 1, 2019	\$11.00/hour	\$12.00/hour*
January 1, 2020	\$12.00/hour	\$13.00/hour*
January 1, 2021	\$13.00/hour	\$14.00/hour*
January 1, 2022	\$14.00/hour	\$15.00/hour*
January 1, 2023	\$15.00/hour	

* Safety Supervisors will be paid \$.25 above the required wage.

After the first increase on January 1, 2017, the Governor can pause a later scheduled increase for one year if certain economic or budget conditions are met. (These pauses are referred to as “off-ramps”.) The conditions for pausing a scheduled increase are as follows:

- The Governor can pause an increase if the seasonally adjusted statewide job growth for either the prior three or six months is negative and retail sales receipts for the prior 12 months is negative.
- Alternatively, the Governor can pause an increase if it is projected to cause a deficit (defined as a negative operating reserve of more than one percent of annual revenues [currently about \$1.2 billion]) in the current state budget or in the budget forecast for either of the next two fiscal years.*
- On August 1 of each year the Governor will make a preliminary determination on whether the conditions are met for pausing the following year’s increase. A final determination must be made by September 1.

* The budget off-ramp can only be used twice.