

**RATE OF PAY AFFORDABILITY CHART:
CALIFORNIA 2018**

Hourly Rate	Monthly Salary (Hourly Rate x 130 Hours)	Affordability Amount (9.56% of Monthly Salary)
\$ 10.50	\$ 1,365.00	\$ 130.49
\$ 10.75	\$ 1,397.50	\$ 133.60
\$ 11.00	\$ 1,430.00	\$ 136.70
\$ 11.25	\$ 1,462.50	\$ 139.81
\$ 11.50	\$ 1,495.00	\$ 142.92
\$ 11.75	\$ 1,527.50	\$ 146.02
\$ 12.00	\$ 1,560.00	\$ 149.13
\$ 12.25	\$ 1,592.50	\$ 152.24
\$ 12.50	\$ 1,625.00	\$ 155.35
\$ 12.75	\$ 1,657.50	\$ 158.45
\$ 13.00	\$ 1,690.00	\$ 161.56
\$ 13.25	\$ 1,722.50	\$ 164.67
\$ 13.50	\$ 1,755.00	\$ 167.77
\$ 13.75	\$ 1,787.50	\$ 170.88
\$ 14.00	\$ 1,820.00	\$ 173.99
\$ 14.25	\$ 1,852.50	\$ 177.09
\$ 14.50	\$ 1,885.00	\$ 180.20
\$ 14.75	\$ 1,917.50	\$ 183.31
\$ 15.00	\$ 1,950.00	\$ 186.42
\$ 15.25	\$ 1,982.50	\$ 189.52

Hourly Rate	Monthly Salary (Hourly Rate x 130 Hours)	Affordability Amount (9.56% of Monthly Salary)
\$ 15.50	\$ 2,015.00	\$ 192.63
\$ 15.75	\$ 2,047.50	\$ 195.74
\$ 16.00	\$ 2,080.00	\$ 198.84
\$ 16.25	\$ 2,112.50	\$ 201.95
\$ 16.50	\$ 2,145.00	\$ 205.06
\$ 16.75	\$ 2,177.50	\$ 208.16
\$ 17.00	\$ 2,210.00	\$ 211.27
\$ 17.25	\$ 2,242.50	\$ 214.38
\$ 17.50	\$ 2,275.00	\$ 217.49
\$ 17.75	\$ 2,307.50	\$ 220.59
\$ 18.00	\$ 2,340.00	\$ 223.70
\$ 18.25	\$ 2,372.50	\$ 226.81
\$ 18.50	\$ 2,405.00	\$ 229.91
\$ 18.75	\$ 2,437.50	\$ 233.02
\$ 19.00	\$ 2,470.00	\$ 236.13
\$ 19.25	\$ 2,502.50	\$ 239.23
\$ 19.50	\$ 2,535.00	\$ 242.34
\$ 19.75	\$ 2,567.50	\$ 245.45
\$ 20.00	\$ 2,600.00	\$ 248.56

A full time employee should not pay more than 9.56% of his or her rate of pay for employee-only coverage on the lowest cost plan offered by the employer that meets minimum value in order to meet the ACA affordability criteria. The amounts listed in the final column in the chart above show 9.56% of the corresponding rates of pay.

- Employers must use 130 hours for this calculation. Overtime hours are excluded from this calculation.
- Employers should use employees' rates of pay at the beginning of the plan year.
- Beginning January 1, 2017 the California state minimum wage varies by employer size. For January 1, 2018 - December 31, 2018:
 - Employers with 26 or more employees: \$11.00 per hour
 - Employers with fewer than 26 employees: \$10.50 per hour
- California's state minimum wage will continue to increase each year.

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California Minimum Wage Reference Sheet

In April 2016, California passed a bill to incrementally raise the California minimum wage to \$15 per hour over the next seven years. For employers with 26 or more employees, California minimum wage increases to \$11.00 on 1/1/18. For employers with 25 or fewer employees, California minimum wage increases to \$10.50 on 1/1/18.

For employers with 26 or more employees, the minimum wage will increase again to \$12.00 on 1/1/19, \$13.00 on 1/1/20, then increases \$1 every year until \$15.00 in 2022. Employers with 25 or fewer employees: \$11.00 on 1/1/19, \$12.00 on 1/1/20, then increases \$1 every year until \$15.00 in 2023. Also, the Minimum Wage Ordinance states that most exempt employees must make at least twice the state minimum wage.

Employers are required to comply with wage and hour laws that regulate minimum wage. The minimum wage is a rate that employers are required to pay at a minimum to their non-exempt employees. In some cases, the state and federal minimum wage will differ. **Furthermore, many cities and counties in California have rates higher than that of the state, and whichever is higher, must be paid.** The chart below shows minimum wage variances across California municipal and county lines.

Territory	2017	2018	General Notes
Berkeley	10/1/16 - 9/30/17: \$12.53 10/1/17 - 9/30/18: \$13.75	10/1/17 - 9/30/18: \$13.75 10/1/18 - 9/30/19: \$15.00	Berkeley's minimum wage increases to \$15.00 on 10/1/18.
Cupertino	\$12.00	\$13.50	Minimum wage will be adjusted annually on January 1st. Covered employees include anyone who performs 2 or more hours of work per week in Cupertino; regardless of immigration status.
El Cerrito	\$12.25	\$13.60	El Cerrito's minimum wage increases to \$15.00 on 1/1/19, with annual adjustments tied to CPI starting in 2020.
Emeryville	Effective 7/1/17 \$14.00 or \$15.20 depending on size	Effective 7/1/18 \$15.00 or \$15.60 (estimated) depending on size	Emeryville has two separate minimum wages based on employer size. For businesses with 56 or more employees, minimum wage is adjusted annually on 7/1 based on CPI. For businesses with 55 or fewer employees, minimum wage increases to \$15.00 on 7/1/18, and adjusts annually on 7/1 based on CPI.
Los Altos	\$12.00	\$13.50	Los Altos minimum wage increases to \$15.00 on 1/1/19 with annual adjustments tied to CPI starting in 2019. The new rate will be announced no later than 10/1 each year.
Los Angeles City & unincorporated areas of LA County	7/1/16 - 6/30/17: \$10.50 (26+ employees) \$10.00 (<26 employees) 7/1/17 - 6/30/18: \$12.00 (26+ employees) \$10.50 (<26 employees)	7/1/17 - 6/30/18: \$12.00 (26+ employees) \$10.50 (<26 employees) 7/1/18 - 6/30/19: \$13.25 (26+ employees) \$12.00 (<26 employees)	Los Angeles minimum wage is dependent on employer size. For businesses with 26 or more employees, minimum wage increases to \$14.25 on 7/1/19 and \$15.00 on 7/1/20. LA City only: Non-profits with 26+ employees, if approved, may apply a deferred rate of \$13.25 on 7/1/19, \$14.25 on 7/1/20 and \$15.00 on 7/1/21. For businesses with 25 or fewer employees, minimum wage increases to \$13.25 on 7/1/19, \$14.25 on 7/1/20 and \$15.00 on 7/1/21.
Malibu	7/1/16 - 6/30/17: \$10.50 7/1/17 - 6/30/18: \$12.00 (26+ employees) \$10.50 (<26 employees)	7/1/17 - 6/30/18: \$12.00 (26+ employees) \$10.50 (<26 employees) 7/1/18 - 6/30/19: \$13.25 (26+ employees) \$12.00 (<26 employees)	Starting in 2017, Malibu has two separate wage rates for small and large employers. For employers with 26 or more employees, minimum wage increases to \$14.25 on 7/1/19, and \$15.00 on 7/1/20 with annual adjustments tied to CPI starting in 2021. For employers of 25 or fewer, the minimum wage increases to \$13.25 on 7/1/19, \$14.25 on 7/1/20 and \$15.00 on 7/1/21 with annual adjustments tied to CPI starting in 2022.

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Territory	2017	2018	General Notes
Milpitas	7/1/17 – 12/31/17: \$11.00	1/1/18 – 6/30/18: \$12.00 7/1/18 – 6/30/19: \$13.50	Milpitas' minimum wage increases to \$15.00 effective 7/1/19. Beginning 7/1/20, & each 7/1 thereafter, the minimum wage will be adjusted for CPI, not to exceed 5%, or it will be increased to the state law minimum wage; whichever is greater.
Mountain View	\$13.00	\$15.00	Mountain View's minimum wage will have annual adjustments tied to CPI starting in 2019.
Oakland	\$12.86	\$13.23	Adjusted annually on 1/1 based on CPI.
Palo Alto	\$12.00	\$13.50	Palo Alto's minimum wage will increase to \$15.00 on 1/1/19 then be adjusted annually on 1/1 based on CPI.
Pasadena	7/1/16 - 6/30/17: \$10.50 (26+ employees only) 7/1/17 - 6/30/18: \$12.00 (26+ employees) \$10.50 (<26 employees)	7/1/17 - 6/30/18: \$12.00 (26+ employees) \$10.50 (<26 employees) 7/1/18 - 6/30/19: \$13.25 (26+ employees) \$12.00 (<26 employees)	In February 2019 Pasadena's City Council will consider an amendment to continue the minimum wage increase as follows: 7/1/19: \$14.25 7/1/20: \$15.00
Richmond	\$12.30	\$13.41	Richmond's minimum wage will have annual adjustments tied to CPI starting in 2019.
San Diego	\$11.50	\$11.50	San Diego's minimum wage will have annual adjustments tied to CPI starting in 2019.
San Francisco	7/1/16 - 6/30/17: \$13.00 7/1/17 - 6/30/18: \$14.00	7/1/17 - 6/30/18: \$14.00 7/1/18 - 6/30/19: \$15.00	San Francisco's minimum wage will have annual adjustments tied to CPI starting in 2019.
San José	1/1/17 - 6/30/17: \$10.50 7/1/17 - 12/31/17: \$12.00	\$13.50	San Jose's minimum wage increases to \$15.00 on 1/1/19 and will be adjusted annually on 1/1 based on CPI beginning 1/1/20.
San Leandro	7/1/16 - 6/30/17: \$10.00 7/1/17 - 6/30/18: \$12.00	7/1/17 - 6/30/18: \$12.00 7/1/18 - 6/30/19: \$13.00	San Leandro's minimum wage increases to \$14.00 on 7/1/19, and \$15.00 on 7/1/20.
San Mateo	\$12.00	\$13.50	San Mateo's minimum wage increases to \$15.00 on 1/1/19, with annual adjustments based on CPI. 501(C)(3) non-profits have a different schedule: 1/1/18: \$12.00 1/1/19: \$13.50 1/1/20: \$15.00 + CPI 1/1/21: +CPI
Santa Clara	\$11.10	\$13.00	On August 22, 2017 Santa Clara City Council approved a plan establishing the City's local minimum wage to reach \$15.00 per hour by 2019. Beginning on January 1, 2020, the minimum wage will be adjusted annually based on the regional Consumer Price Index (CPI).
Santa Monica	7/1/16 - 6/30/17: \$10.50 (26+ employees) \$10.00 (<26 employees) 7/1/17 - 6/30/18: \$12.00 (26+ employees) \$10.50 (<26 employees)	7/1/17 - 6/30/18: \$12.00 (26+ employees) \$10.50 (<26 employees) 7/1/18 - 6/30/19: \$13.25 (26+ employees) \$12.00 (<26 employees)	Santa Monica's minimum wage increases to \$14.25 (26+ EEs) \$13.25 (<26 EEs) on 7/1/19. It increases to \$15.00 (26+ EEs) \$14.25 (<26 EEs) on 7/1/20. On 7/1/21 it increases to \$15.00 for <26 employees. All hotels have a different minimum wage requirement 7/1/17 - 6/30/18: \$15.66 7/1/18: Aligned to City of LA Hotel Wage; increases annually by CPI.
Sunnyvale	\$13.00	\$15.00	Sunnyvale's minimum wage will be adjusted annually by regional CPI beginning 1/1/19.