



Labor Relations: 2016 Minimum Wage Increases

Effective July 1, 2016, Los Angeles City, unincorporated areas of Los Angeles County, Pasadena and Santa Monica will begin phasing in minimum-wage increases over several years, culminating in a \$15-per-hour wage in 2020. The four Los Angeles areas join a growing number of cities and counties around the country that have moved to adopt higher local minimum wages.

Many of these new measures go beyond simply increasing the minimum wage to catch up for inflation. Some localities, in fact, already have implemented minimum wages of \$15 per hour or more. Now, employers are facing the possibility of having to comply with multiple state and local minimum-wage ordinances.

Below is a schedule of minimum-wage rates for private-sector workers from July 1, 2016, through July 1, 2022.

Minimum Wage Increases for Los Angeles City, Unincorporated Areas of Los Angeles County, Pasadena and the City of Santa Monica:

Effective date	If 26 or more workers**	If 25 or fewer workers**
July 1, 2016	\$10.50	\$10.00
July 1, 2017	\$12.00	\$10.50
July 1, 2018	\$13.25	\$12.00
July 1, 2019*	\$14.25	\$13.25
July 1, 2020	\$15.00	\$14.25
July 1, 2021		\$15.00
July 1, 2022	Indexed***	Indexed***

**Pasadena's automatic increases conclude after 2018.*

***Hotel workers are subject to higher rates.*

****Increases will track the Consumer Price Index. New rates will be announced at the beginning of each year, becoming effective on July 1 of that year.*



In addition to Los Angeles City, unincorporated areas of Los Angeles County, Pasadena and Santa Monica, the following municipalities will implement minimum-wage increases to the following rates effective July 1, 2016:

- Birmingham, AL - \$8.50
- Chicago (employers with five or more employees) - \$10.50
- Louisville - \$8.25
- Maryland - \$8.75
- Portland, OR - \$9.75
- San Francisco - \$13.00
- Washington, D.C. - \$11.50

Cast & Crew Labor Relations is here to assist you with any inquiries regarding minimum-wage rates. For further information, please contact us at LaborRelations-Questions@castandcrew.com.

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