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Hayward minimum wage measure puts City on fast track to \$15 an hour

HAYWARD, Calif., Feb. 5, 2020—The Hayward City Council voted unanimously on Tuesday to increase the minimum wage for employees working within the City of Hayward.

The newly introduced ordinance accelerates minimum wage-rate increase already called for under state law. For large employers, defined as those with 26 or more workers, the Hayward ordinance moves the minimum wage rate to \$15 per hour starting on July 1.

Thereafter, the Hayward minimum wage rate for large employers will be adjusted upward annually each July 1 based on the Consumer Price Index (CPI).

For small employers, defined as those with 25 or fewer workers—the Hayward minimum wage rate will move to \$14 per hour on July 1. It will adjust annually thereafter based on the CPI until Jan. 1, 2023, when the new State of California minimum wage of \$15 per hour for small employers takes effect.

Under the state law, the minimum wage rate for large employers in California is \$13. It is scheduled to climb by \$1 each year until it reaches \$15 per hour on Jan. 1, 2022. Future annual adjustments will be based on changes in CPI.

Similarly, the state minimum wage rate for small employers is to increase by \$1 a year from the current \$12 per hour to \$15 on Jan. 1, 2023—with annual adjustments based on the CPI thereafter each Jan. 1.

Exempted from the requirements of the Hayward minimum wage ordinance are federal, state and other local government agencies, including public school districts.

Hayward Minimum Wage Ordinance Rate Increases

Effective Date	Small Business (25 or fewer employees)	Large Business (26 or more employees)
July 1, 2020	\$14.00	\$15.00
July 1, 2021	+ CPI	+ CPI
July 1, 2022	+ CPI	+ CPI
July 1, 2023	\$15.00	+ CPI
January 1, 2023	State of California Rate	+ CPI