



## City Administration

### About Us

- [Mission and Goals](#)
- [Executive Profile](#)
- [Contact Us](#)

### Our Services

- [Animal Services](#)
- [Budget Office](#)
- [Citizens' Police Review Board](#)
- [Cannabis Regulatory Commission](#)
- [Community Policing Advisory Board](#)
- [Contracts and Compliance](#)
- [Cultural Arts & Marketing](#)
- [Economic & Workforce Development](#)
- [Employee Relations](#)
- [Measure Y](#)
- [Nuisance Abatement](#)
- [Privacy Advisory Commission](#)
- [Project Implementation](#)
- [Public Ethics Commission](#)
- [Real Estate](#)
- [Special Permits](#)
- [Workforce Development](#)

### Our Organization

- [City Clerk](#)
- [Community and Economic Development](#)
- [Finance and Management](#)
- [Fire Department](#)
- [Housing & Community Development](#)
- [Human Resources](#)
- [Human Services](#)
- [Information Technology](#)
- [Oakland Museum](#)
- [Parks and Recreation](#)
- [Police Department](#)
- [Public Library](#)
- [Public Works](#)
- [Race and Equity](#)



### Our Upcoming Events

Select Language | ▼

[City Administration](#) > Our Services > *Minimum Wage*

## January 1, 2016 Minimum Wage Increase



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[Rules and regulations for the Enforcement of Oakland's Minimum Wage Law \(Measure FF\) issued May 2016.](#)

[屋崙 \(奧克蘭\) 市最低工資法 \(MEASURE FF\) 執行規則與條例](#)

[REGLAS Y REGLAMENTOS PARA EL CUMPLIMIENTO DE LA LEY DE SALARIO MÍNIMO DE OAKLAND \(MEDIDA FF\)](#)

[CÁC QUY TẮC VÀ QUY ĐỊNH VỀ VIỆC THỰC THI LUẬT LƯƠNG TỐI THIỂU CỦA OAKLAND \(DỰ LUẬT FF\)](#)

On January 1, 2016, Oakland's Minimum Wage goes up to \$12.55.

Measure FF, the voter-initiative ballot measure passed in November 2014, provides annual increases to Oakland's Minimum Wage based on the Consumer Price Index (CPI-W) for urban wage earners and clerical workers for the San Francisco-Oakland-San Jose, CA Metropolitan Statistical Area. The CPI-W from August 2014 to August 2015 increased approximately 2.5%. Thus, Oakland's Minimum Wage will go up 30¢, from \$12.25 to \$12.55 on January 1, 2016.

In light of the increase, employers must be aware of the following:

- By December 15, 2015, employers must provide notice to employees and prominently display posters on the new minimum wage increase;
- On January 1, 2016, the rate goes up 30¢ to \$12.55; and
- The other benefits mandated by Measure FF — paid sick leave and payment of service charges — remain the same as when the employment law took effect on March 2, 2015.

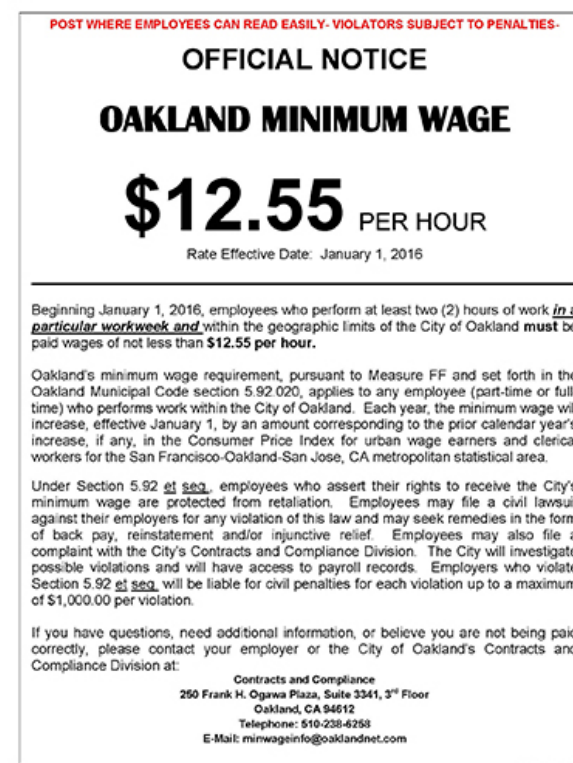
To assist employers in meeting the notification deadline of December 15, the City of Oakland has provided Official Posters in multiple languages:

- [Click here for the Notification Poster in English](#)
- [Haga clic aquí para leer el poster de Aviso a Empleados en Español](#)
- [按此處閱讀中文版的僱員通告](#)
- [Bấm vào đây để xem Áp phích Thông báo Tăng Lương Tối thiểu bằng Tiếng Việt](#)

#### Outreach Efforts

Outreach undertaken in late 2015 to educate both employers and employees about the minimum wage increase included:

- Direct mailing of an informational postcard in four languages to all registered businesses in November
- Inclusion of an informational insert in four language to in the Business License Tax Renewal mailing in December
- Distribution of 20,000 postcards throughout the community
- Ongoing social media posts



- Advertising in select newspapers including non-English outlets
- A series of informational slides on the City's television station KTOP TV 10
- Business briefings in October, November and December
- Employee workshops in November and December
- Conducting business-by-business walks in commercial districts.

[Click here to read a media release about the January 1, 2016, increase.](#)

[Click here to view a full page ad on the January 1, 2016, increase that appeared in the October 28, 2015, issue of the \*Oakland Tribune\*.](#)

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## Oakland's New Employment Law took Effect March 2, 2015

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On November 4, 2014, voters approved Oakland Measure FF which raised the **minimum wage** in Oakland to \$12.25 on March 2, 2015. Employees who perform at least 2 hours of work in a particular workweek within Oakland - including part-time, temporary and seasonal employees - must be paid at least the minimum wage. The ordinance also adjusts the minimum wage up based on the regional Consumer Price Index (CPI). The first CPI adjustment will take effect on January 1, 2016, and ever year thereafter. **The minimum wage will increase 30¢, from \$12.25 to \$12.55 on January 1, 2016.**

[Click here to read the City's media release issued on March 2, 2015.](#)

[Click here to listen to a KALW radio segment entitled "Enforcing Oakland's new minimum wage" that aired June 24, 2015](#)

### **Paid Sick Leave**

Measure FF also requires employers to provide paid sick leave to any employee who performs at least 2 hours of work within Oakland.

- Employees shall accrue 1 hour of paid sick leave for every 30 hours they work. Employers may cap accrued paid sick leave earned by an employee at 40 hours for small businesses (fewer than 10 workers) and at 72 hours for other employers. Employers may set a higher cap or no cap at all.
- Employees may use paid sick leave for the employee's own illness or injury, or to care for family members or other designated persons as defined by the ordinance.

### **Service Charges**

Measure FF also requires that hospitality employers (such as hotels, restaurants, and banquet facilities) who collect service charges from customers must pay the entirety of those charges to the hospitality workers who performed those services for which the charge was collected.

The City of Oakland will be updating this page as new information becomes available. **To receive email notifications when the information is updated**, please click the Subscribe for Updates link above right.

[Click here to view information on Measure FF \(including the full text of the Measure\) from the Alameda County Registrar of Voters Guide.](#)

[Click here to view 85300 C.M.S., the resolution declaring the results of the November 4, 2014 election.](#)

[Click here to view a brief presentation on the new employment law.](#) (Updated October 22, 2015)

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## Frequently Asked Questions

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To assist employers and employees to better understand the new employment law, the Office of the City Attorney has issued a memorandum that answers frequently asked questions. Like other FAQs issued by the Office of the City Attorney, this is a general guide and resource, and does not constitute legal advice.

[Click here to read the Frequently Asked Questions memorandum.](#) (**updated March 30, 2015**)

[常見問題 \(FAQs\).](#)

[Preguntas frecuentes \(FAQs\).](#)

[Bộ Câu hỏi Thường gặp \(FAQs\).](#)

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## Clarifying Regulations

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[Click here to view the Resolution \(85423 C.M.S.\) enacting and approving Regulations interpreting the Oakland Minimum Wage Law adopted by Oakland City Council on February 19, 2015.](#)

[Click here to view the staff report from the Office of the City Attorney that accompanied the Resolution \(85423 C.M.S.\).](#)

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## Resources for Employers

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Employers must post and give written notification of these rights to each current employee and to each new employee at time of hire. In some cases, notice must be given in languages other than English. To assist with this notification, the City has created the following posters.

The posters have been updated to reflect the minimum wage increase effective January 1, 2016. If you need the previous version of the notification poster, please contact Contracts & Compliance Office at (510) 238-6258 or [minwageinfo@oaklandnet.com](mailto:minwageinfo@oaklandnet.com).

[Click here for the Employee Notification Poster in English](#)  
[Haga clic aquí para leer el poster de Aviso a Empleados en Español](#)

[按此處閱讀中文版的僱員通告.](#)

[Bấm vào đây để xem Áp phích Thông báo Tăng Lương Tối thiểu bằng Tiếng Việt](#)

[Click here to view the letter that was sent in December 2014 to Oakland businesses in the annual business tax renewal mailing.](#)

Employers are prohibited from discharging, reducing compensation or otherwise discriminating against any person who makes a complaint under the ordinance.

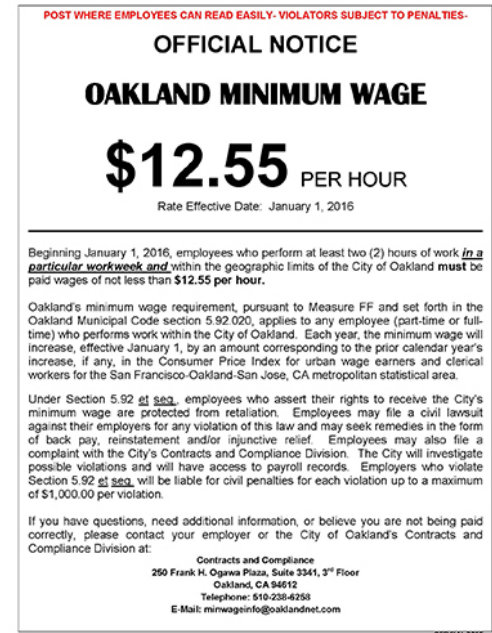
[Click here to view a roster of Employer Tools & Resources including partner organizations that offer technical assistance and legal resources.](#)

[屋崙（奧克蘭）FF 提案勞工法例：雇主資訊](#)

[La Medida FF y Ley de Empleo de Oakland: Herramientas y Recursos para el Empleador](#)

For business owners who need a referral to a service provider for additional assistance with the new employment law or general business technical assistance, please contact the City of Oakland's Business Assistance Center at [www.oaklandbusinesscenter.com](http://www.oaklandbusinesscenter.com), (510) 238-7952 or [oaklandbac@oaklandnet.com](mailto:oaklandbac@oaklandnet.com).

For Business Briefings on the January 1, 2016 increase, please see the top of this page.



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## Resources for Employees

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If you believe that your employer is not paying you the voter-mandated minimum wage and providing paid sick leave, please complete an Employee Questionnaire & Declaration form and submit it to the City of Oakland's Contracts & Compliance Office.

[Click here to download the Employee Questionnaire & Declaration form as a PDF.](#)

[最低工資：僱員問卷及索償聲明](#)

[SALARIO MINIMO: Cuestionario Del Empleado & Declaración en Apoyo a su Queja](#)

[Click here to download the Employee Questionnaire & Declaration form as a Word file.](#)

For additional information, please contact the City of Oakland's Contracts & Compliance Office at (510) 238-6258 or [minwageinfo@oaklandnet.com](mailto:minwageinfo@oaklandnet.com).

Employers are prohibited from discharging, reducing compensation or otherwise discriminating against any person who makes a complaint under the ordinance.

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## Support Oakland Businesses/Support Oakland Workers Posters & Graphics



Our partners at Oakland Grown have put together posters and graphics to get the word out and encourage the community to Support Oakland Workers and Support Oakland Businesses. Consider using these materials to help the public understand the importance of supporting local businesses as the new employment law takes effect. [Click here to visit the Oakland Grown website.](#)

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## Related Legislation

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[Click here to view the Minimum Wage Implementation Info Report going to the Oakland City Council's Finance & Management Committee on February 10, 2015.](#)

[Click here to 85109 C.M.S., the City Council Resolution to put the petition-based Minimum Wage Ordinance on the ballot for the November 4, 2014 Statewide General Election.](#)

[Click here to view a Staff Report and Supplemental Report from 2014 on creating an Ordinance amending the Oakland Municipal Code to establish a City Minimum Wage.](#)

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## Contact Us

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If you have questions or need additional help, please call (510) 238-6258 or email [minwageinfo@oaklandnet.com](mailto:minwageinfo@oaklandnet.com).

In your message, kindly provide your name and telephone number as well as your business name and address. City staff will contact you to answer your questions and provide additional information.

