

History of San José Living Wage Rates

The City of San Jose Living Wage Rates are subject to adjustment on July 1st of each year. The table below shows the wage rate adjustments and geographic adjustment factors since adoption of the Policy in November 1998.

Effective Dates	Rate W/Health Benefits	Rate W/O Health Benefits
July 1, 2024 – June 30, 2025	\$26.73	\$27.98
July 1, 2023 – June 30, 2024	\$26.06	\$27.31
July 1, 2022 – June 30, 2023	\$25.71	\$26.96
July 1, 2021 – June 30, 2022	\$24.07	\$25.31
July 1, 2020 – June 30, 2021	\$23.21	\$24.56
July 1, 2019 – June 30, 2020	\$22.68	\$23.93
July 1, 2018 – June 30, 2019	\$21.73	\$22.98
July 1, 2017 – June 30, 2018	\$20.57	\$21.82
July 1, 2016 – June 30, 2017	\$20.14	\$21.39
July 1, 2015 – June 30, 2016	\$18.32	\$19.57
July 1, 2014 – June 30, 2015	\$17.81	\$19.06
July 1, 2013 – June 30, 2014	\$15.78	\$17.03
July 1, 2012 – June 30, 2013	\$14.73	\$15.98
July 1, 2011 – June 30, 2012	\$13.59	\$14.84
July 1, 2010 – June 30, 2011	\$12.94	\$14.19
July 1, 2009 – June 30, 2010	\$12.83	\$14.08
July 1, 2008 – June 30, 2009	\$12.83	\$14.08
July 1, 2007 – June 30, 2008	\$12.66	\$13.91
July 1, 2006 – June 30, 2007	\$12.27	\$13.52
July 1, 2005 – June 30, 2006	\$11.61	\$12.86
July 1, 2004 – June 30, 2005	\$10.72	\$11.97
July 1, 2003 – June 30, 2004	\$10.31	\$11.56
July 1, 2002 – June 30, 2003	\$10.10	\$11.35

The City's living wage is reviewed each year to determine if an adjustment should be made based on any changes as of December 31 of the previous year in the federal poverty level standard for a family of three established by the US Department of Health and Human Services or the geographic cost of living differential used by the City to measure the difference between the poverty level standard for the City compared to the federal poverty level standard. If either standard has changed, the City recalibrates the wages using the original methodology with the new values. If neither standard has changed, the CPI for all Urban Consumers in the San Francisco-Oakland-San Jose area (US Department of Labor/Bureau of Labor Statistics) is reviewed. If the CPI has increased by at least 1%, the wage rate shall be adjusted by the same percentage change in the CPI but to exceed 3%.