

Minimum Compensation Ordinance

Historical Rates

Updated April 21, 2026

- **January 1, 2027**
 - *Non-Profit Rate: \$23.50/hour
 - *Public Entities Rate: \$25.50/hour
- **September 1, 2026**
 - *Non-Profit Rate: \$23.50/hour
 - *Public Entities Rate: \$25.00/hour
- **July 1, 2026**
 - For Profit Rate: \$22.01/hour
 - *Non-Profit Rate: \$23.50/hour
 - *Public Entities Rate: \$23.00/hour
- **January 1, 2026**
 - Non-Profit Rate: \$23.00/hour
 - Public Entities Rate: \$23.00/hour
- **July 1, 2025**
 - For Profit Rate: \$21.54/hour
 - Non-Profit Rate: \$21.55/hour
 - Public Entities Rate: \$22.50/hour
- **January 1, 2025**
 - Public Entities Rate: \$22.00/hour
- **July 1, 2024**
 - For Profit Rate: \$20.96/hour
 - Non-Profit Rate: \$20.25/hour
 - Public Entities Rate: \$21.50/hour
- **January 1, 2024**
 - Public Entities Rate: \$20.75/hour
- **September 1, 2023**
 - Public Entities Rate: \$20.25/hour
- **July 1, 2023**
 - For Profit Rate: \$20.22/hour
 - Non-Profit Rate: \$18.93/hour
 - Public Entities Rate: \$19.25/hour
- **July 1, 2022:**
 - For Profit Rate: \$19.15/hour
 - Non-Profit Rate: \$17.90/hour
 - Public Entities Rate: \$18.75/hour
- **July 1, 2021:**
 - For Profit Rate: \$18.55/hour
 - Non-Profit Rate: \$17.34/hour
 - Public Entities Rate: \$18.00/hour
- **December 8, 2020:**
 - For Profit Rate: \$18.24/hour
 - Non-Profit Rate: \$17.05/hour
 - Public Entities Rate: \$17.25/hour
- **September 1, 2020**
 - For Profit Rate: \$18.24/hour
 - Non-Profit Rate: \$16.50/hour
 - Public Entities Rate: \$17.25/hour
- **July 1, 2020**
 - For-Profit Rate: \$18.24/hour
 - Non-Profit Rate: \$16.50/hour
 - Public Entities Rate: \$16.50/hour
- **July 1, 2019**
 - For-Profit Rate: \$17.66/hour
 - Non-Profit Rate: \$16.50/hour
 - Public Entities Rate: \$16.50/hour
- **February 1, 2019:**
 - For Profit Rate: \$17.00/hour
 - Non-Profit Rate: \$15.00/hour
 - Public Entities Rate: \$16.00/hour
- **November 11, 2018:**
 - For-Profit Rate: \$17.00/hour
 - Non-Profit Rate: \$15.00/hour
- **July 1, 2018:**
 - MCO Rate: \$15.00/hour
 - MCO rate outside San Francisco: \$14.02/hour
- **January 1, 2018:**
 - MCO rate: \$14.02/hour
- **July 1, 2017:**
 - MCO Rate: \$14.00/hour
 - MCO Rate outside San Francisco: \$13.64/hour
- **January 1, 2017-July 1, 2017:**
 - \$13.64/hour
- 2016: \$13.34/hour
- 2015: \$13.02/hour
- 2014: \$12.66/hour
- 2013: \$12.43/hour
- 2012: \$12.06/hour
- 2011: \$11.69/hour
- 2010: \$11.54/hour
- 2009: \$11.54/hour
- 2008: \$11.03/hour
- 2007: \$10.77/hour
- 2006: \$10.77/hour
- 2005: \$10.77/hour
- 2004: \$10.51/hour
- 2003: \$10.25/hour
- 2002: \$10.00/hour
- 2001: \$9.00/hour

*The MCO rates shown here are dependent on the budget approval process.