



# SOMAH Wage Floor

The SOMAH Program provides job training and career-advancing opportunities for tenants of project sites and others in disadvantaged and environmental justice communities, especially those facing barriers to employment.

To ensure job trainees are paid comparably to local industry standards, SOMAH includes a wage floor. Trainees must be paid at **either the contractor's entry level rate or 1.4x the city or county minimum wage**, whichever is higher. If the local jurisdiction doesn't have a minimum wage, the California state minimum wage is applied.

As of first quarter 2021, the latest available state labor and wage data<sup>1</sup> indicates the 25th percentile hourly wage in the solar photovoltaic installers category was \$20.30 per hour. The median wage was \$23.75. Using the 1.4 multiplier brings the SOMAH job training wage floors within range of standard industry wages. The SOMAH Program Administrator will revisit the wage floor amounts as average salaries increase over time.

Jurisdiction or Agency	Hourly Minimum Wage Rates	Multiplier	SOMAH Wage Floor
Berkeley	\$16.32	1.4	\$21.00
Cupertino	\$16.40	1.4	\$21.00
El Cerrito	\$15.37	1.4	\$19.04
Emeryville	\$17.13	1.4	\$ 21.84
Los Altos	\$16.40	1.4	\$21.00
Los Angeles	\$16.04	1.4	\$18.55
Los Angeles County	\$15.00 (for companies with 26 or more employees)/\$14.25 (for companies with 25 or fewer employees)	1.4	\$18.55/\$16.80
Malibu	\$15.00 (for companies with 26 or more employees)/\$14.25 (for companies with 25 or fewer employees)	1.4	\$18.55/\$16.80
Milpitas	\$16.00	1.4	\$18.90
Mountain View	\$17.10	1.4	\$23.94
Oakland	\$15.06	1.4	\$18.52



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Jurisdiction or Agency	Hourly Minimum Wage Rates	Multiplier	SOMAH Wage Floor
Palo Alto	\$16.45	1.4	\$23.03
Pasadena	\$15.00	1.4	\$21.00
Richmond	\$16.00	1.4	\$22.40
San Diego	\$15.00	1.4	\$21.00
San Jose	\$16.20	1.4	\$22.68
San Leandro	\$15.00	1.4	\$21.00
San Mateo	\$16.20	1.4	\$18.90/\$21.00
San Francisco	\$16.32	1.4	\$22.85
Santa Clara	\$16.40	1.4	\$22.96
Santa Monica	\$15.00	1.4	\$21.00
Sunnyvale	\$17.10	1.4	\$23.94
State of California	\$15.00 for companies with 26 or more employees/\$14.00 for companies with 25 or fewer employees	1.4	\$21.00/\$19.60

Wage source: <http://laborcenter.berkeley.edu/inventory-of-us-city-and-county-minimum-wage-ordinances/>

<sup>1</sup> [State of California Employment Development Department, Occupational Employment Statistics Survey](#)