



SOMAH Wage Floor

The SOMAH program was designed to create job training opportunities that lead to well-paid jobs. For this reason, the program includes a job trainee wage floor.

SOMAH job trainees must be paid at either the contractor's entry level rate or 1.4x the city minimum wage, whichever is higher. If the city or county have no mandated minimum wage, the California state minimum wage should be applied.

A multiplier of 1.4 brings the lowest possible State of California hourly wage (at the time of program development) of \$10.50 per hour (or \$11/hour for companies with 26 or more employees) near the current highest minimum wage in the state and the 2023 mandated minimum wage (SB 3, 2016) of \$15 per hour.

The SOMAH Program Administrator is committed to ensuring that SOMAH job training opportunities pay wages comparable to the industry. As of May 2018, the latest data available indicates the 25th percentile hourly wage in the Solar Photovoltaic Installers category was \$17.08 per hour. The median wage was \$22.33 (State of California Employment Development Department, Occupational Employment Statistics Survey). The SOMAH PA will revisit the wage floor as average wages increase during the tenure of the program.

Jurisdiction or Agency	Hourly Minimum Wage Rates	Multiplier	SOMAH Wage Floor
Berkeley	\$15.00	1.4	\$21.00
Cupertino	\$15.00	1.4	\$21.00
El Cerrito	\$13.60	1.4	\$19.04
Emeryville	\$15.60 (for companies with 56 more employees)/ \$15 (for companies with 55 or fewer employees)	1.4	\$ 21.84/\$21.00
Los Altos	\$15.00	1.4	\$21.00
Los Angeles	\$13.25 (for companies with 26 or more employees)/ \$12.00 (for companies with 25 or fewer employees)	1.4	\$18.55/\$16.80
Los Angeles County	\$13.25 (for companies with 26 or more employees)/ \$12.00 (for companies with 25 or fewer employees)	1.4	\$18.55/\$16.80
Malibu	\$13.25 (for companies with 26 or more employees)/ \$12.00 (for companies with 25 or fewer employees)	1.4	\$18.55/\$16.80
Milpitas	\$13.50	1.4	\$18.90
Mountain View	Based on consumer price index	1.4	-
Oakland	\$13.23	1.4	\$18.52

City	Hourly Minimum Wage Rates	Multiplier	SOMAH Wage Floor
Palo Alto	\$15.00	1.4	\$21.00
Pasadena	\$13.25 (for companies with 26 or more employees)/ \$12.00 (for companies with 25 or fewer employees)	1.4	\$18.55/\$16.80
Richmond	\$11.91 (for employees with benefits)/ \$13.41 (for employees with no benefits)	1.4	\$16.67/\$18.77
San Diego	\$11.50	1.4	\$16.10
San Jose	\$15.00	1.4	\$21.00
San Leandro	\$13.00	1.4	\$18.20
San Mateo	\$13.50 (nonprofit)/\$15.00 (for-profit)	1.4	\$18.90/\$21.00
San Francisco	\$15.00	1.4	\$21.00
Santa Clara	\$15.00	1.4	\$21.00
Santa Monica	\$13.25 (for companies with 26 or more employees)/ \$12.00 (for companies with 25 or fewer employees)	1.4	\$18.55/\$16.80
Sunnyvale	Based on consumer price index	1.4	-
State of California	\$12.00 for companies with 26 or more employees/ \$11.00 for companies with 25 or fewer employees	1.4	\$16.80/\$15.40

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