

**California Local Minimum Wage Rates**  
(as of January 1, 2023)

Jurisdiction	Minimum Wage Rate
<a href="#"><u>Alameda</u></a>	\$15.75/hour (as of 7/1/22)
<a href="#"><u>Belmont</u></a>	\$16.75/hour (increase effective 1/1/23)
<a href="#"><u>Berkeley</u></a>	\$16.99/hour (as of 7/1/22)
<a href="#"><u>Burlingame</u></a>	\$16.47/hour (increase effective 1/1/23)
<a href="#"><u>Cupertino</u></a>	\$17.20/hour (increase effective 1/1/23)
<a href="#"><u>Daly City</u></a>	\$16.07/hour (increase effective 1/1/23)
<a href="#"><u>East Palo Alto</u></a>	\$16.50/hour (increase effective 1/1/23)
<a href="#"><u>El Cerrito</u></a>	\$17.35/hour (increase effective 1/1/23)
<a href="#"><u>Emeryville</u></a>	\$17.68/hour (as of 7/1/22)
<a href="#"><u>Foster City</u></a>	\$16.50/hour (increase effective 1/1/23)
<a href="#"><u>Fremont</u></a>	\$16.00/hour (as of 7/1/22)
<a href="#"><u>Half Moon Bay</u></a>	\$16.45/hour (increase effective 1/1/23)
<a href="#"><u>Hayward</u></a>	\$16.34/hour (26 or more employees) \$15.50/hour (1-25 employees) (increases effective 1/1/23)
<a href="#"><u>Long Beach</u></a>	\$16.73/hour hotel workers and \$16.55/hour concessionaires (as of 7/1/22)
<a href="#"><u>Los Altos</u></a>	\$17.20/hour (increase effective 1/1/23)
<a href="#"><u>Los Angeles (City)</u></a>	<p>\$16.04/hour (as of 7/1/22)</p> <p><b>Effective July 1, 2022:</b></p> <ul style="list-style-type: none"> <li>• \$16.04, for large and small employers.</li> <li>• \$18.86, for employees of hotels with 60 or more rooms (on July 6, 2022, the city updated the previously scheduled increase of \$18.17; before August 12, 2022, the requirement applied to hotels with 150 or more rooms).</li> <li>• Additional <b>hotel worker</b> protections apply effective August 12, 2022, including premium pay for certain work assignments (<u>Hotel Worker Protection Ordinance (Ord. No. 187565)</u>).</li> <li>• A higher minimum wage for <b>healthcare workers at private healthcare facilities</b> was scheduled to take effect August 13, 2022.</li> <li>• The ordinance is <u>suspended</u> pending an August 10, 2022 referendum petition. The city council <u>determined</u> the referendum will be decided by voters in the March 5, 2024 primary nominating election. (<u>Healthcare Workers Minimum Wage Ordinance (Ord. No. 187566)</u>).</li> </ul>

Jurisdiction	Minimum Wage Rate
<a href="#"><u>Los Angeles County (Unincorporated Areas)</u></a>	\$15.96/hour (as of 7/1/22)
<a href="#"><u>Malibu</u></a>	\$15.96/hour (as of 7/1/22)
<a href="#"><u>Menlo Park</u></a>	\$16.20/hour (increase effective 1/1/23)
<a href="#"><u>Milpitas</u></a>	\$16.40/hour (as of 7/1/22)
<p data-bbox="207 487 542 520"><b>Monterey Park</b></p> <p data-bbox="207 520 560 982">Please note that the Monterey Park City Council on October 5, 2022 passed Resolution No. 2022-R76 which placed the ordinance/ ballot measure on the ballot for the municipal election scheduled for Tuesday, November 5, 2024. Per this resolution, the minimum wage law will need to be approved by the voters before being adopted/ implemented.</p>	\$25/hour Healthcare workers
<a href="#"><u>Mountain View</u></a>	\$18.15/hour (increase effective 1/1/23) \$16.32/hour (100 or more employees, including people employed outside the city)
<a href="#"><u>Novato</u></a>	\$16.07/hour (26-99 employees) \$15.53/hour (1-25 employees) (increase effective 1/1/23)
<a href="#"><u>Oakland</u></a>	\$15.97/hour (increase effective 1/1/23)
<a href="#"><u>Palo Alto</u></a>	\$17.25/hour (increase effective 1/1/23)
<a href="#"><u>Pasadena</u></a>	\$16.11/hour (as of 7/1/22)
<a href="#"><u>Petaluma</u></a>	\$17.06/hour (increase effective 1/1/23)
<a href="#"><u>Redwood City</u></a>	\$17.00/hour (increase effective 1/1/23)
<a href="#"><u>Richmond</u></a>	\$16.17/hour (increase effective 1/1/23)
<a href="#"><u>San Carlos</u></a>	\$16.32/hour (increase effective 1/1/23)
<a href="#"><u>San Diego</u></a>	\$16.30/hour (increase effective 1/1/23)
<a href="#"><u>San Francisco</u></a>	\$16.99/hour (as of 7/1/22)

<a href="#"><u>San Jose</u></a>	\$17.00/hour (increase effective 1/1/23)
<a href="#"><u>San Leandro</u></a>	\$15.50/hour (effective 1/1/23 per CA minimum wage)
<a href="#"><u>San Mateo</u></a>	\$16.75/hour (increase effective 1/1/23)
<a href="#"><u>Santa Clara</u></a>	\$17.20/hour (increase effective 1/1/23)
<a href="#"><u>Santa Monica</u></a>	\$15.96/hour (as of 7/1/22) \$16.50/hour (50 or more employees)
<b>Jurisdiction</b>	<b>Minimum Wage Rate</b>
<a href="#"><u>Santa Rosa</u></a>	\$17.06/hour (increase effective 1/1/23)
<a href="#"><u>Sonoma</u></a>	\$17.00/hour (26 or more employees, including those working outside the city) \$16.00/hour (1-25 employees) (increase effective 1/1/23)
<a href="#"><u>South San Francisco</u></a>	\$16.70/hour (increase effective 1/1/23)
<a href="#"><u>Sunnyvale</u></a>	\$17.95/hour (increase effective 1/1/23)
<a href="#"><u>West Hollywood</u></a>	\$17.50/hour (50 or more employees) \$17/hour (1-49 employees) (increase effective 1/1/23) \$18.35/hour Hotel workers (increase effective 1/1/23 until 7/1/23)