

California Local Minimum Wage Rates

(as of November 8, 2022)

Jurisdiction	Minimum Wage Rate
Alameda	\$15.75/hour (as of 7/1/22)
Belmont	\$16.75/hour (increase effective 1/1/23)
Berkeley	\$16.99/hour (as of 7/1/22)
Burlingame	\$16.47/hour (increase effective 1/1/23)
Cupertino	\$17.20/hour (increase effective 1/1/23)
Daly City	\$16.07/hour (increase effective 1/1/23)
East Palo Alto	\$16.50/hour (increase effective 1/1/23)
El Cerrito	\$17.35/hour (increase effective 1/1/23)
Emeryville	\$17.68/hour (as of 7/1/22)
Fremont	\$16.00/hour (as of 7/1/22)
Foster City	\$16.50/hour (increase effective 1/1/23)
Half Moon Bay	\$16.45/hour (increase effective 1/1/23)
Hayward	\$16.34/hour (26 or more employees) \$15.50/hour (1-25 employees) (increases effective 1/1/23)
Los Altos	\$17.20/hour (increase effective 1/1/23)
Los Angeles (City)	\$16.04/hour (as of 7/1/22)
Los Angeles County (Unincorporated Areas)*	\$15.96/hour (as of 7/1/22)
Malibu	\$15.96/hour (as of 7/1/22)
Menlo Park	\$16.20/hour (increase effective 1/1/23)
Milpitas	\$16.40/hour (as of 7/1/22)
Mountain View	\$18.15/hour (increase effective 1/1/23)
Novato	\$16.32/hour (100 or more employees, including people employed outside the city) \$16.07/hour (26-99 employees) \$15.53/hour (1-25 employees) (increase effective 1/1/23)

Oakland	\$15.97/hour (increase effective 1/1/23)
Palo Alto	\$17.25/hour (increase effective 1/1/23)
Pasadena	\$16.11/hour (as of 7/1/22)
Petaluma	\$17.06/hour (increase effective 1/1/23)
Redwood City	\$17.00/hour (increase effective 1/1/23)
Richmond	\$16.17/hour
San Carlos	\$16.32/hour (increase effective 1/1/23)
San Diego	\$16.30/hour (increase effective 1/1/23)
San Francisco	\$16.99/hour (as of 7/1/22)
South San Francisco	\$16.70/hour (increase effective 1/1/23)
San Jose	\$17.00/hour (increase effective 1/1/23)
San Leandro	\$15.00/hour (but state minimum \$15.50 1/1/23)
San Mateo	\$16.75/hour (increase effective 1/1/23)
Santa Clara	\$17.20/hour (increase effective 1/1/23)
Santa Monica	\$15.96/hour (as of 7/1/22)
Santa Rosa	\$17.06/hour (increase effective 1/1/23)
Sonoma	\$17.00/hour (26 or more employees, including those working outside the city) \$16.00/hour (1-25 employees) (increase effective 1/1/23)
Sunnyvale	\$17.95/hour (increase effective 1/1/23)
West Hollywood	\$17.50/hour (50 or more employees) \$17/hour (1-49 employees) (increase effective 1/1/23)

**Determining which employers fall within the city and county of Los Angeles can be tricky. Government websites showing the boundaries are available [here](#) and [here](#).*