



As reported earlier this year, California's state minimum wage increased to \$15.50 per hour for all employers on January 1, 2023. However, some California employers may face another minimum wage increase on July 1, 2023. This is due to the adoption by many cities and counties in California of their own local minimum wage rates above the California state minimum wage for employees working within their jurisdiction. If a locality provides a higher minimum wage rate than the state rate, the employer must pay the higher local wage rate.

The following California localities maintain minimum wage rates for nonexempt employees separate from and above the state rate, with the localities increasing their minimum wage rates on July 1 in the **bolded** text below:

City/County	Applies to	Minimum Wage Rate Per Hour	Effective Date
<b>Alameda</b>	<b>All employees</b>	<b>\$16.52</b>	<b>7/1/2023</b>
Belmont	All employees	\$16.75	1/1/2023
<b>Berkeley</b>	<b>All employees</b>	<b>\$18.07</b>	<b>7/1/2023</b>
Burlingame	All employees	\$16.47	1/1/2023
Cupertino	All employees	\$17.20	1/1/2023
Daly City	All employees	\$16.07	1/1/2023
East Palo Alto	All employees	\$16.50	1/1/2023
El Cerrito	All employees	\$17.35	1/1/2023
<b>Emeryville</b>	<b>All employees</b>	<b>\$18.67</b>	<b>7/1/2023</b>
Foster City	All employees	\$16.50	1/1/2023
<b>Fremont</b>	<b>All employees</b>	<b>\$16.80</b>	<b>7/1/2023</b>
Half Moon Bay	All employees	\$16.45	1/1/2023
Hayward	26 or more employees	\$16.34	1/1/2023
	25 or fewer employees	\$15.50	1/1/2023
Los Altos	All employees	\$17.20	1/1/2023
<b>Los Angeles</b>	<b>All employees</b>	<b>\$16.78</b>	<b>7/1/2023</b>
<b>Los Angeles—Unincorporated County</b>	<b>All employees</b>	<b>\$16.90</b>	<b>7/1/2023</b>
<b>Malibu</b>	<b>All employees</b>	<b>\$16.90</b>	<b>7/1/2023</b>
Menlo Park	All employees	\$16.20	1/1/2023
<b>Milpitas</b>	<b>All employees</b>	<b>\$17.20</b>	<b>7/1/2023</b>
Mountain View	All employees	\$18.15	1/1/2023
Novato	25 or fewer employees	\$15.53	1/1/2023
	26-99 employees	\$16.07	
	100 or more employees	\$16.32	
Oakland	All employees	\$15.97	1/1/2023
Palo Alto	All employees	\$17.25	1/1/2023
<b>Pasadena</b>	<b>All employees</b>	<b>\$16.93</b>	<b>7/1/2023</b>
Petaluma	All employees	\$17.06	1/1/2023
Redwood City	All employees	\$17.00	1/1/2023
Richmond	All employees	\$16.17	1/1/2023
San Carlos	All employees	\$16.32	1/1/2023
San Diego	All employees	\$16.30	1/1/2023
<b>San Francisco</b>	<b>All employees</b>	<b>\$18.07</b>	<b>7/1/2023</b>
San Jose	All employees	\$17.00	1/1/2023
San Mateo	All employees	\$16.75	1/1/2023
Santa Clara	All employees	\$17.20	1/1/2023
<b>Santa Monica</b>	<b>All employees</b>	<b>\$16.90</b>	<b>7/1/2023</b>
Santa Rosa	All employees	\$17.06	1/1/2023
Sonoma	26 or more employees	\$17.00	1/1/2023
	25 or fewer employees	\$16.00	

South San Francisco	All employees	\$16.70	1/1/2023
Sunnyvale	All employees	\$17.95	1/1/2023
<b>West Hollywood</b>	<b>All employees</b>	<b>\$19.08</b>	<b>7/1/2023</b>

These changes to local minimum wage rates do not affect the minimum salary requirement for certain exempt employees in California. The state minimum wage is also not currently scheduled for any further increase.

California employers should monitor the locations where they have employees for specific eligibility rules and any new minimum wage rates or changes.

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