

## California Minimum Wage Requirements Effective January 1, 2023

Over the past several years, California has gradually increased the state's minimum wage rate, resulting in the most recent increase, effective January 1, 2023, to **\$15.50 per hour** for all employers. This minimum wage rate applies to all employees, subject to a few limited exceptions. This increase also affects the minimum annual salary requirement for exempt employees. Under California law, exempt employees must be paid a threshold annual salary of two times the *state* minimum wage for full-time employment. Accordingly, effective January 1, 2023, the minimum salary for otherwise exempt employees increased to \$64,480.00 a year.

Many cities and counties in California have adopted their own local minimum wage rates above the California state minimum wage. 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 jurisdictions maintain minimum wage rates for nonexempt employees separate from and above the state rate as of January 1, 2023:

<b>City/County</b>	<b>Applies To</b>	<b>Minimum Wage Rate Per Hour</b>	<b>Effective Date</b>
Alameda	All employees	\$15.75	7/1/2022
Belmont	All employees	\$16.75	1/1/2023
Berkeley	All employees	\$16.99	7/1/2022
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
Emeryville	All employees	\$17.68	7/1/2022
Foster City	All employees	\$16.50	1/1/2023
Freemont	All employees	\$16.00	7/1/2022
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	
Los Altos	All employees	\$17.20	1/1/2023
Los Angeles	All employees	\$16.04	7/1/2022
Los Angeles-unincorporated county	All employees	\$15.96	7/1/2022
Malibu	All employees	\$15.96	7/1/2022
Menlo Park	All employees	\$16.20	1/1/2023
Milpitas	All employees	\$16.40	7/1/2022
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
Pasadena	All employees	\$16.11	7/1/2022
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
San Francisco	All employees	\$16.99	7/1/2022
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
Santa Monica	All employees	\$15.96	7/1/2022
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
West Hollywood	49 or fewer employees	\$17.00	1/1/2023
	50 or more employees	\$17.50	

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

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