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Minimum Wage in Certain California Localities to Increase July 1, 2024



As reported [here](#), as of January 1, 2024, California's state minimum wage increased to \$16 per hour for all employers.

This minimum wage rate applies to all employees, subject to a few limited exceptions (including additional requirements for certain specific industries such as [fast food](#) and [healthcare](#)).

California employers operating in certain localities should also determine whether their city or county maintains minimum wage rates for nonexempt employees separate from and above the state rate. If a locality provides a higher minimum wage rate than the state rate, the employer must pay the higher local rate.

As listed in the chart below, certain localities (**in bold text**) will increase their minimum wage rates for certain employees effective July 1, 2024. (Some localities increased the minimum wage rate in January 2023 and will do so again in July 2024 ).

| City/County            | Applies to           | Minimum Wage Rate per Hour | Effective Date  |
|------------------------|----------------------|----------------------------|-----------------|
| <b>City of Alameda</b> | <b>All employees</b> | <b>\$17.00</b>             | <b>7/1/2024</b> |
| Belmont                | All employees        | \$17.35                    | 1/1/2024        |
| <b>Berkeley</b>        | <b>All employees</b> | <b>\$18.67</b>             | <b>7/1/2024</b> |
| Burlingame             | All employees        | \$17.03                    | 1/1/2024        |
| Cupertino              | All employees        | \$17.75                    | 1/1/2024        |
| Daly City              | All employees        | \$16.62                    | 1/1/2024        |
| East Palo Alto         | All employees        | \$17.10                    | 1/1/2024        |
| El Cerrito             | All employees        | \$17.92                    | 1/1/2024        |

|  |   |   |                             |
|--|---|---|-----------------------------|
| <b>Emeryville</b>                        | <b>All employees</b>                              | <b>\$19.36</b>  | <b>7/1/2024</b>             |
| Foster City                              | All employees                                     | \$17.00   | 1/1/2024                    |
| <b>Fremont</b>                           | <b>All employees</b>                              | <b>\$17.30</b>  | <b>7/1/2024</b>             |
| Half Moon Bay                            | All employees                                     | \$17.01   | 1/1/2024                    |
| Hayward                                  | 26 or more employees                              | \$16.90   | 1/1/2024                    |
|  | 25 or fewer employees                             | \$16.00   | 1/1/2024                    |
| Los Altos                                | All employees                                     | \$17.75   | 1/1/2024                    |
| <b>City of Los Angeles</b>               | <b>All employees</b>                              | <b>\$17.28</b>  | <b>7/1/2024</b>             |
| <b>Los Angeles—Unincorporated County</b> | <b>All employees</b>                              | <b>\$17.27</b>  | <b>7/1/2024</b>             |
| <b>Malibu</b>                            | <b>All employees</b>                              | <b>\$17.27</b>  | <b>7/1/2024</b>             |
| Menlo Park                               | All employees                                     | \$16.70   | 1/1/2024                    |
| <b>Milpitas</b>                          | <b>All employees</b>                              | <b>\$17.70</b>  | <b>7/1/2024</b>             |
| Mountain View                            | All employees                                     | \$18.75   | 1/1/2024                    |
| Novato                                   | 25 or fewer employees                             | \$16.04   | 1/1/2024                    |
|  | 26-99 employees                                   | \$16.60   |                             |
|  | 100 or more employees                             | \$16.86   |                             |
| Oakland                                  | All employees                                     | \$16.50   | 1/1/2024                    |
| Palo Alto                                | All employees                                     | \$17.80   | 1/1/2024                    |
| <b>Pasadena</b>                          | <b>All employees</b>                              | <b>\$17.50</b>  | <b>7/1/2024</b>             |
| Petaluma                                 | All employees                                     | \$17.45   | 1/1/2024                    |
| Redwood City                             | All employees                                     | \$17.70   | 1/1/2024                    |
| Richmond                                 | All employees                                     | \$17.20   | 1/1/2024                    |
| San Carlos                               | All employees                                     | \$16.87   | 1/1/2024                    |
| San Diego                                | All employees                                     | \$16.85   | 1/1/2024                    |
| <b>San Francisco</b>                     | <b>All employees</b>                              | <b>\$18.67</b>  | <b>7/1/2024</b>             |
| San Jose                                 | All employees                                     | \$17.55   | 1/1/2024                    |
| San Mateo                                | All employees                                     | \$17.35   | 1/1/2024                    |
| Santa Clara                              | All employees                                     | \$17.75   | 1/1/2024                    |
| <b>Santa Monica</b>                      | <b>All employees</b>                              | <b>\$17.27</b>  | <b>7/1/2024</b>             |
| Santa Rosa                               | All employees                                     | \$17.45   | 1/1/2024                    |
| Sonoma                                   | 26 or more employees                              | \$17.60   | 1/1/2024                    |
|  | 25 or fewer employees                             | \$16.56   |                             |
| South San Francisco                      | All employees                                     | \$17.25   | 1/1/2024                    |
| Sunnyvale                                | All employees                                     | \$18.55   | 1/1/2024                    |
| <b>West Hollywood</b>                    | All non-hotel employees<br><b>Hotel Employees</b> | \$19.08 (affirmed through<br><b>12/31/2024) \$19.61</b> | 7/1/2023<br><b>7/1/2024</b> |

## Authors

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