



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
City of Alameda	All employees	\$17.00	7/1/2024
Belmont	All employees	\$17.35	1/1/2024
Berkeley	All employees	\$18.67	7/1/2024
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
Emeryville	All employees	\$19.36	7/1/2024
Foster City	All employees	\$17.00	1/1/2024
Fremont	All employees	\$17.30	7/1/2024
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
City of Los Angeles	All employees	\$17.28	7/1/2024
Los Angeles—Unincorporated County	All employees	\$17.27	7/1/2024
Malibu	All employees	\$17.27	7/1/2024
Menlo Park	All employees	\$16.70	1/1/2024
Milpitas	All employees	\$17.70	7/1/2024
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
Pasadena	All employees	\$17.50	7/1/2024
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
San Francisco	All employees	\$18.67	7/1/2024
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
Santa Monica	All employees	\$17.27	7/1/2024
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
West Hollywood	All non-hotel employees	\$19.08 (affirmed through	7/1/2023
	Hotel Employees	12/31/2024) \$19.61	7/1/2024

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