



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
Alameda	All employees	\$16.52	7/1/2023
Belmont	All employees	\$16.75	1/1/2023
Berkeley	All employees	\$18.07	7/1/2023
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	\$18.67	7/1/2023
Foster City	All employees	\$16.50	1/1/2023
Fremont	All employees	\$16.80	7/1/2023
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
Los Angeles	All employees	\$16.78	7/1/2023
Los Angeles—Unincorporated County	All employees	\$16.90	7/1/2023
Malibu	All employees	\$16.90	7/1/2023
Menlo Park	All employees	\$16.20	1/1/2023
Milpitas	All employees	\$17.20	7/1/2023
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	\$16.93	7/1/2023
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	\$18.07	7/1/2023
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	\$16.90	7/1/2023
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	All employees	\$19.08	7/1/2023

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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