



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 ).

<b>City/County</b>	<b>Applies to</b>	<b>Minimum Wage Rate per Hour</b>	<b>Effective Date</b>
<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	\$19.08 ( <b>affirmed through</b>	7/1/2023
	<b>Hotel Employees</b>	<b>12/31/2024) \$19.61</b>	<b>7/1/2024</b>

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