



CALIFORNIA STATE & MUNICIPALITY MINIMUM WAGE REQUIREMENTS

EFFECTIVE JANUARY 1, 2025

MUNICIPALITY	MINIMUM WAGE
STATE OF CALIFORNIA- 25 OR FEWER EMPLOYEES	<u>\$16.50/HOUR (SOURCE).</u>
STATE OF CALIFORNIA- 26 OR MORE EMPLOYEES	<u>\$16.50/HOUR (SOURCE).</u>
ALAMEDA	<u>\$17.00/HOUR (SOURCE).</u>
BELMONT	<u>\$18.30/HOUR (SOURCE).</u>
BERKELEY	<u>\$18.67/HOUR (SOURCE).</u>
CUPERTINO	<u>\$18.20/HOUR (SOURCE).</u>
EL CERRITO	<u>\$18.34/HOUR (SOURCE).</u>
EMERYVILLE	<u>\$19.36/HOUR (SOURCE).</u>
FREMONT	<u>\$17.30/HOUR (SOURCE).</u>
FREMONT- 26 OR MORE EMPLOYEES	<u>\$17.30/HOUR (SOURCE).</u>
LOS ALTOS	<u>\$18.20/HOUR (SOURCE).</u>
LOS ANGELES – 25 OR FEWER EMPLOYEES (CITY)	<u>\$17.27/HOUR (SOURCE).</u>
LOS ANGELES – 26 OR MORE EMPLOYEES (CITY)	<u>\$17.27/HOUR (SOURCE).</u>
LOS ANGELES COUNTY – UNINCORPORATED – 25 OR FEWER EMPLOYEES	<u>\$17.27/HOUR (SOURCE).</u>
LOS ANGELES COUNTY – UNINCORPORATED – 26 OR MORE EMPLOYEES	<u>\$17.27/HOUR (SOURCE).</u>
MALIBU – 25 OR FEWER EMPLOYEES	<u>\$17.27/HOUR (SOURCE).</u>
MALIBU -26 OR MORE EMPLOYEES	<u>\$17.27/HOUR (SOURCE).</u>
MILPITAS	<u>\$17.70/HOUR (SOURCE).</u>
MOUNTAIN VIEW	<u>\$19.29/HOUR (SOURCE).</u>

The information provided does not, and is not intended to, constitute legal advice. Instead, all information is for general informational purposes only and is based on multiple sources. Information may not constitute the most up-to-date legal or other information. Readers should contact their attorney to obtain advice with respect to any particular legal matter. We do not make any warranties or representations about the reliability or accuracy of this information. RSJ/Swenson LLC and Symmetry HR Outsourcing are not liable for any losses or injuries incurred in connection with the use of this information.



SYMMETRY
HR Solutions

CALIFORNIA STATE & MUNICIPALITY MINIMUM WAGE REQUIREMENTS

EFFECTIVE JULY 1, 2024

MUNICIPALITY	MINIMUM WAGE
PALO ALTO	<u>\$18.20/HOUR (SOURCE).</u>
PASADENA – 25 OR FEWER EMPLOYEES	<u>\$17.50/HOUR (SOURCE).</u>
PASADENA – 26 OR MORE EMPLOYEES	<u>\$17.50/HOUR (SOURCE).</u>
REDWOOD CITY	<u>\$18.20/HOUR (SOURCE).</u>
RICHMOND	<u>\$17.77/HOUR (SOURCE).</u>
SAN DIEGO	<u>\$17.25/HOUR (SOURCE).</u>
SAN FRANCISCO	<u>\$18.67/HOUR (SOURCE).</u>
SAN JOSE	<u>\$17.95/HOUR (SOURCE).</u>
SAN LEANDRO	<u>\$16.50/HOUR (SOURCE).</u>
SAN MATEO	<u>\$17.90/HOUR (SOURCE).</u>
SANTA CLARA	<u>\$18.20/HOUR (SOURCE).</u>
SANTA MONICA -25 OR FEWER EMPLOYEES	<u>\$17.27/HOUR (SOURCE).</u>
SANTA MONICA – 26 OR MORE EMPLOYEES	<u>\$17.27/HOUR (SOURCE).</u>
SANTA MONICA – HOTEL WORKERS	<u>\$20.32/HOUR (SOURCE).</u>
SANTA ROSA	<u>\$17.87/HOUR (SOURCE).</u>
SUNNYVALE	<u>\$19.00/HOUR (SOURCE).</u>

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