



California State Minimum Wage Increases

Date	Minimum Wage for Employers with 25 Employees or Less	Minimum Wage for Employers with 26 Employees or More
January 1, 2020	\$12.00/hour	\$13.00/hour
January 1, 2021	\$13.00/hour	\$14.00/hour
January 1, 2022	\$14.00/hour	\$15.00/hour
January 1, 2023	\$15.00/hour	None

Date	Minimum Salary for Exempt Employers with 25 Employees or Less	Minimum Salary for Exempt Employers with 26 Employees or More
January 1, 2020	\$49,920/year	\$54,080/year
January 1, 2021	\$54,080/year	\$58,240/year
January 1, 2022	\$58,240/year	\$62,400/year
January 1, 2023	\$62,400/year	None



California City Minimum Wage Increases January 1, 2020

City	Minimum Wage for Employers with 25 Employees or Less	Minimum Wage for Employers with 26 Employees or More
Belmont	\$15.00/hour	\$15.00/hour
Cupertino	\$15.35/hour	\$15.35/hour
Daly City	\$13.75/hour	\$13.75/hour
El Cerrito	\$15.37/hour	\$15.37/hour
Los Altos	\$15.40/hour	\$15.40/hour
Menlo Park	\$15.00/hour	\$15.00/hour
Mountain View	\$16.05/hour	\$16.05/hour
Oakland	\$14.14/hour	\$14.14/hour
Palo Alto	\$15.40/hour	\$15.40/hour
Petaluma	\$14.00/hour	\$15.00/hour
Redwood City	\$15.38/hour	\$15.38/hour
San Diego	\$13.00/hour	\$13.00/hour
San Jose	\$15.25/hour	\$15.25/hour
San Mateo	\$15.38/hour	\$15.38/hour
Santa Clara	\$15.40/hour	\$15.40/hour
Sonoma	\$12.50/hour	\$13.50/hour
South San Francisco	\$15.00/hour	\$15.00/hour
Sunnyvale	\$16.05/hour	\$16.05/hour



California City Minimum Wage Increases July 1, 2020

City	Minimum Wage for Employers with 25 Employees or Less	Minimum Wage for Employers with 26 Employees or More
Alameda	\$15.00/hour	\$15.00/hour
Berkeley	\$TBD/hour	\$TBD/hour
Emeryville	\$TBD/hour	\$TBD/hour
Fremont	\$13.50/hour	\$15.00/hour
Los Angeles	\$14.25/hour	\$15.00/hour
Malibu	\$14.25/hour	\$15.00/hour
Milpitas	\$TBD/hour	\$TBD/hour
Pasadena	\$14.25/hour	\$15.00/hour
San Francisco	\$TBD/hour	\$TBD/hour
San Leandro	\$15.00/hour	\$15.00/hour
Santa Monica	\$14.25/hour	\$15.00/hour