

## Local Minimum Wage Rates Increase in CA

Effective July 1, 2019

### CALIFORNIA MINIMUM WAGE RATE

California's state minimum wage, as of January 1, 2019, is:

- \$11.00 for employers with 25 or fewer employees.
- \$12.00 for employers with 26 or more employees

### CALIFORNIA CITIES AND LOCALITIES SET HIGHER MINIMUM WAGE RATES

There are cities and localities that have set their own higher minimum wage rates that apply to some or all employees within their jurisdictions. Below is a table published by [Minimum-Wage.org](http://Minimum-Wage.org) of all [California localities](#) with established minimum wage laws.

### HOW TO APPLY THE CITY/LOCALITY RATE

**Generally, the employer would pay the city/locality rate for work performed in that city.** If an employee works in two different cities with two different minimum wage requirements, you would pay them the applicable rate for the number of hours worked in each city. Or you would pay them the higher rate for all hours worked, regardless of the locality in which the work was performed, to avoid having to track how many hours they worked in each different locality.

The cities/localities marked with an (\*) have new minimum wage rates that became effective July 1, 2019.

LOCALITY	APPLIES TO	MINIMUM WAGE
Alameda*	All employees	\$13.50
Belmont	All employees	\$13.50
Berkeley*	All employees	\$15.59
Cupertino	All employees	\$15.00
El Cerrito	All employees	\$15.00
Emeryville*	All employees	\$16.30
Fremont*	26 or more employees	\$13.50
Los Altos	All employees	\$15.00

<b>Los Angeles City + L.A. Unincorporated County*</b>	<b>25 or fewer employees</b> <b>26 or more employees</b>	<b>\$13.25</b> <b>\$14.25</b>
<b>Malibu*</b>	<b>25 or fewer employees</b> <b>26 or more employees</b>	<b>\$13.25</b> <b>\$14.25</b>
<b>Milpitas*</b>	<b>All employees</b>	<b>\$15.00</b>
Mountain View	All employees	\$15.65
Oakland	All employees	\$13.80
Palo Alto	All employees	\$15.00
<b>Pasadena*</b>	<b>25 or fewer employees</b> <b>26 or more employees</b>	<b>\$13.25</b> <b>\$14.25</b>
Redwood City	All employees	\$13.50
Richmond	Employees with benefits Employees without benefits	\$13.50 \$15.00
San Diego	All employees	\$12.00
<b>San Francisco*</b>	<b>All employees</b>	<b>\$15.59</b>
San Jose	All employees	\$15.00
<b>San Leandro*</b>	<b>All employees</b>	<b>\$14.00</b>
San Mateo	All employees	\$13.50
Santa Clara	All employees	\$15.00
<b>Santa Monica*</b>	<b>25 or less employees</b> <b>26 or more employees</b>	<b>\$13.25</b> <b>\$14.25</b>
Sunnyvale	All employees	\$15.65

## SOURCES

If you have questions about California Minimum Wage Laws please visit the CA Department of Industrial Relations [https://www.dir.ca.gov/dlse/faq\\_minimumwage.htm](https://www.dir.ca.gov/dlse/faq_minimumwage.htm)