

California Minimum Wage Rates

Under California law, “employee wages” include the entire amount of compensation employees receive for their labor or services. Wages may be fixed or based on time, task, piece, commission or other factors.

As of Jan. 1, 2023, California’s minimum wage rate no longer depends on employer size and will be adjusted annually to account for the cost of inflation. The table below outlines recent minimum wage rates and their respective effective dates. Employers should note that California law allows the governor to temporarily suspend a rate increase if the state’s economic condition does not support it.

Effective date	Jan. 1, 2023	Jan. 1, 2024
State of California	\$15.50	\$16

Local Minimum Wage Rates

The tables below provide an overview of California's minimum wage. Click on the links provided for posters and additional wage information, including certain details on coverage, exemptions, tips, deductions, and immigration status.

January Updates

Locality	Jan. 1, 2022	Jan. 1, 2023	Jan. 1, 2024
Belmont	\$16.20	\$16.75	\$17.35
Cupertino	\$16.40	\$17.20	\$17.75
El Cerrito	\$16.37	\$17.35	\$17.92
Los Altos	\$16.40	\$17.20	\$17.75
Mountain View	\$17.10	\$18.15	\$18.75
Oakland	\$15.06	\$15.97	\$16.50
Palo Alto	\$16.45	\$17.25	\$17.80
Redwood City	\$16.20	\$17	\$17.70
Richmond	\$15.54	\$16.17	\$17.20
San Diego	\$15	\$16.30	\$16.85
San Jose	\$16.20	\$17	\$17.55
San Mateo	\$16.20	\$16.75	\$17.35
Santa Clara	\$16.40	\$17.20	\$17.75
Sunnyvale	\$17.10	\$17.95	\$18.55

July Updates

Locality	July 1, 2022	July 1, 2023	July 1, 2024
Alameda (city)	\$15.75	\$16.52	\$17.00
Berkeley	\$16.99	\$18.07	\$18.07
Emeryville	\$17.68	\$18.67	\$19.36
Los Angeles (city)	\$16.04	\$16.78	\$17.28

Los Angeles (county)	\$15.96	\$16.90	\$17.27
Malibu	\$15.96	\$16.90	\$17.27
Milpitas	\$16.40	\$17.20	\$17.70
Pasadena	\$16.11	\$16.11	\$17.50
San Francisco	\$16.99	\$18.07	\$18.67
Santa Monica	\$15.96	\$16.90	\$17.27

Fast Food Minimum Wage

Starting April 1, 2024, all “fast food restaurant employees” who are covered by AB 1228 must be paid at least \$20.00 per hour. The law applies only to employees of “fast food restaurants.”

Tipped Employee Wages

California law does not allow employers to deduct any tip credits from their employees’ wages or to pay tipped employees less than the state minimum wage rate. Tip payments include any tip, gratuity, money or other gift a patron gives an employee over and above the actual amount of the goods, food, drink, items or services the patron received from that business.

Employees with Disabilities

California law no longer allows employers to pay wages below the state’s minimum wage rate to employees with mental or physical disabilities. In addition, the state’s Department of Industrial Relations stopped issuing new subminimum wage licenses on Jan. 1, 2022. However, employers with current licenses may be allowed to renew existing licenses under limited conditions.

Nevertheless, California will continue to allow nonprofit organizations, such as sheltered workshops and rehabilitation facilities, to pay subminimum wage rates to employees with disabilities without requiring individual licenses of these employees until Jan. 1, 2025.

The bill that repealed subminimum wages also requires the State Council on Developmental Disabilities, in consultation with stakeholders and relevant state agencies, to develop a multiyear phaseout plan so that subminimum wages for workers with disabilities cease by Jan. 1, 2025.

Students and Learners

California law allows employers operating an organized camp to pay their student-employees, camp counselors and program counselors as low as 85% of the state minimum wage rate. These employers may also deduct the entire value of meals and lodging they provide to these employees.

In addition, employers may obtain special DLSE licenses that allow them to pay their employees a wage as low as 85% of the state’s minimum wage rate for each of their first 160 hours of employment in occupations in which they have no previous similar or related experience.

More Information

Contact the California Department of Industrial Relations for more information.

Please Note: The state laws summaries featured on this site are for general informational purposes only. In addition to state law, certain municipalities may enact legislation that imposes different requirements. State and local laws change frequently and, as such, we cannot guarantee the accuracy or completeness of the information featured in the State

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