

Insights, News & Events

DID YOUR CALIFORNIA LOCAL MINIMUM WAGE RATE JUMP ON JULY 1? CHECK OUR COMPREHENSIVE CHART

Insights
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A number of California cities raised their minimum wages as of July 1 – do you need to adjust your pay practices? Check out our comprehensive chart below and contact your FP attorney if you have compliance questions.

Related People



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California Minimum Wage Chart

AS OF JULY 1, 2025

RED BOLD indicates minimum wage change took effect on July 1, 2025
YELLOW highlighting indicates state or local paid sick leave (PSL) applies

Location	Minimum Wage Rate
CALIFORNIA	\$16.50 (\$68,640/yr exempt salary threshold)
Alameda	\$17.46
Belmont	\$18.30
Berkeley	\$19.18
Burlingame	\$17.43
Cupertino	\$18.20
Daly City	\$17.07
East Palo Alto	\$17.45
El Cerrito	\$18.34
Emeryville	\$19.90
Foster City	\$17.39
Fremont	\$17.75
Half Moon Bay	\$17.47
Hayward	\$16.50 (1-25 EEs); \$17.36 (26+ EEs)
Los Altos	\$18.20
Los Angeles (City)*	\$17.87
Los Angeles (County, unincorporated)	\$17.81
Malibu	\$17.27
Menlo Park	\$17.10
Milpitas	\$18.20
Mountain View	\$19.20
Novato	\$16.50 (1-25 EEs); \$17.00 (26-99 EEs); \$17.27 (100+ EEs)
Oakland*	\$16.89
Palo Alto	\$18.20
Pasadena	\$18.04
Petaluma	\$17.97
Redwood City	\$18.20
Richmond	\$17.77
San Carlos	\$17.32
San Diego	\$17.25
San Francisco (City/County)	\$19.18
San Jose	\$17.95
San Leandro	\$16.50
San Mateo City	\$17.95



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Service Focus

Wage and Hour

San Mateo County	\$17.46
Santa Clara	\$18.20
Santa Monica*	\$17.81
Santa Rosa	\$17.87
Sonoma City	\$16.96 (1-25 EEs); \$18.02 (26+ EEs)
Sonoma County	\$23.15
South San Francisco	\$17.70
Sunnyvale	\$19.00
West Hollywood*	\$19.65

*Long Beach, Los Angeles City, Oakland, Santa Monica, and West Hollywood have separate minimum wage and/or PSL ordinances for hotel and/or concession workers



Conclusion

We will continue to monitor developments and provide updates so make sure you are subscribed to [Fisher Phillips' Insight System](#) to gather the most up-to-date information. If you have questions, please contact your Fisher Phillips attorney, the authors of this Insight, or any attorney in [our California offices](#).

Summer law clerk [Jaden Deibo](#) contributed to the development of this Insight.

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