Minimum Wage in the Many 'States' of California

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Once upon a time, employers could determine the minimum wage they needed to pay their employees by looking to the single state in which they conducted business. No more. For employers in California, the minimum wage varies not just by state, but by county and municipality. Where you locate your business can literally vary your employees' salaries by up to \$2 an hour. For example, locate your business in Emeryville, and you have to pay a minimum wage of at least \$15 per hour, but move across the street to Oakland, and the minimum wage drops to just \$13.23. To help you gauge what you need to pay your California employees in 2018, the chart below shows the differences in minimum wage in those municipalities and counties that require a minimum wage higher than California's statewide \$10.50 per hour. Note the minimum wage varies by number of employees and, in some instances, the industry in which they work.

Authored By

Mark A. Neubauer

Related Practices

Hospitality Labor & Employment Technology Wage and Hour

STATE OF CALIFORNIA	Detail (If Applicable)	2018 Minimum Wage Hourly Rate
	Effective January 1, 201	8
State of	for employers with 25 or	\$10.50
California	fewer employees	
	for employers with 26 or more employees	\$11.00
Cities With L	ocal Ordinances Relating	To Min. Wage*
	Effective January 1, 201	8
Cupertino		\$13.50
El Cerrito		\$13.60
Los Altos		\$13.50
Milpitas		\$12.00
Mountain View		\$15.00
Oakland		\$13.23
Palo Alto		\$13.50
Richmond		\$13.41
San José		\$13.50
San Mateo		\$13.50 \$13.50
Santa Clara		\$13.00
Sunnyvale		\$15.00
	Effective July 1, 2018	A (F A A
Emeryville	for employers with 55 or	\$15.00
	fewer employees for employers with 56 or	\$15.60*
	more employees (*estimated	φ15.00
	lincrease)	
Los Angeles City	for employers with 25 or	\$12.00
	fewer employees	
	for employers with 26 or more	\$13.25
	employees for employers with 25 or	\$12.00
Los Angeles County	fewer employees	φ12.00
Unincorporated		
Areas		A (A A F
	for employers with 26 or more	\$13.25
Malibu	employees for employers with 25 or	\$12.00
Manou	fewer employees	φ12.00
	for employers with 26 or more	\$13.25
	employees	
Pasadena	for employers with 25 or	\$12.00
	fewer employees	
	for employers with 26 or more employees	\$13.25
San Francisco		\$15.00
San Leandro		\$13.00
Santa Monica	for employers with 25 or	\$12.00
	fewer employees	
	for employers with 26 or more	\$13.25
	employees	
	Effective October 1, 201	8

Related Industries

Technology

*Some localities also have industry-specific rates, such as specific rates for hotel workers.

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