

California State Minimum Wage [Link](#)

	2019	2020	2021	2022	2023
Employers with 26 or more employees	\$12.00	\$13.00	\$14.00	\$15.00	TBD
Employers with 25 or fewer employees	\$11.00	\$12.00	\$13.00	\$14.00	\$15.00

Northern California

	2019	2020	2021	2022	2023
Alameda (City) Link	\$13.50 ⁷	\$15.00 ⁷	No change	TBD	TBD
Belmont Link	\$13.50	\$15.00	\$15.90	TBD	TBD
Berkeley Link	\$15.59 ⁷	\$16.07 ⁷	TBD	TBD	TBD
Cupertino Link	\$15.00	\$15.35	est. \$15.65	est. \$16.00	est. \$16.40
Daly City Link	\$12.00 (Eff. 2/13/19)	\$13.75	\$15.00	TBD	TBD
El Cerrito Link	\$15.00	\$15.37	TBD	TBD	TBD
Emeryville Link	\$16.30 ⁷	\$16.84 ⁷	TBD	TBD	TBD
Fremont Link					
26 or more employees	\$13.50 ⁷	\$15.00 ⁷	TBD	TBD	TBD
25 or fewer employees	\$11.00 ⁷	\$13.50 ⁷	\$15.00 ⁷	TBD	TBD
Half Moon Bay Link	--	--	\$15.00	TBD	TBD
Hayward Link					
26 or more employees	--	--	\$15.00	TBD	TBD
25 or fewer employees	--	--	\$14.00	TBD	\$15.00
Los Altos Link	\$15.00	\$15.40	TBD	TBD	TBD
Menlo Park Link	--	\$15.00	TBD	TBD	TBD
Milpitas Link	\$15.00 ⁷	\$15.40 ⁷	TBD	TBD	TBD
Mountain View Link	\$15.65	\$16.05	TBD	TBD	TBD
Novato Link					
100 or more employees	--	\$13.00 \$15.00 ⁷	TBD	TBD	TBD
26 to 99 employees	--	\$13.00 \$14.00 ⁷	\$15.00	TBD	TBD
25 or fewer employees	--	\$12.00 \$13.00 ⁷	\$14.00	\$15.00	TBD
Oakland Link					
All employers (except below)	\$13.80	\$14.14	TBD	TBD	TBD
Hotel workers (50 or more rooms) WB = Workers with health benefits WOB = Workers without health benefits	\$15.00 ⁷ WB \$20.00 ⁷ WOB	\$15.37 ⁷ WB \$20.50 ⁷ WOB			

⁷ Rate is effective July 1. All other rates are effective January 1.

Northern California cont.

	2019	2020	2021	2022	2023
Palo Alto Link	\$15.00	\$15.40	TBD	TBD	TBD
Redwood City Link	\$13.50	\$15.38	TBD	TBD	TBD
Richmond Link	\$15.00	No change	TBD	TBD	TBD
San Francisco Link	\$15.59 ⁷	\$16.07 ⁷	TBD	TBD	TBD
San Jose Link	\$15.00	\$15.25	TBD	TBD	TBD
San Leandro Link	\$14.00 ⁷	\$15.00 ⁷	The ordinance does not call for further increases.		
San Mateo (City) Link					
All employers except 501(c)(3) orgs	\$15.00	\$15.38	TBD	TBD	TBD
501(c)(3) nonprofit orgs	\$13.50				
Santa Clara (City) Link	\$15.00	\$15.40	TBD	TBD	TBD
Sunnyvale Link	\$15.65	\$16.05	TBD	TBD	TBD

Southern California

	2019	2020	2021	2022	2023
Long Beach Link					
Hotel workers	\$14.97 ⁷	\$15.47 ⁷	TBD	TBD	TBD
Concession workers at Long Beach Airport and Convention Center	\$14.72 ⁷	\$15.30 ⁷	TBD	TBD	TBD
Los Angeles City County Hotels					
26 or more employees in the City or unincorporated areas of the County	\$14.25 ⁷	\$15.00 ⁷	No change	TBD	TBD
25 or fewer employees in the City or unincorporated areas of the County	\$13.25 ⁷	\$14.25 ⁷	\$15.00 ⁷	TBD	TBD
City hotels with at least 150 rooms	\$16.63 ⁷	\$17.13 ⁷	TBD	TBD	TBD
Malibu Link					
26 or more employees in the City	\$14.25 ⁷	\$15.00 ⁷	No change	TBD	TBD
25 or fewer employees in the City	\$13.25 ⁷	\$14.25 ⁷	\$15.00 ⁷	TBD	TBD
Pasadena Link					
26 or more employees	\$14.25 ⁷	\$15.00 ⁷	No change	TBD	TBD
25 or fewer employees	\$13.25 ⁷	\$14.25 ⁷	\$15.00 ⁷	TBD	TBD
San Diego (City) Link	\$12.00	\$13.00	TBD	TBD	TBD
Santa Monica Link					
26 or more employees in the City	\$14.25 ⁷	\$15.00 ⁷	No change	TBD	TBD
25 or fewer employees in the City	\$13.25 ⁷	\$14.25 ⁷	\$15.00 ⁷	TBD	TBD
Hotels	\$16.63 ⁷	\$17.13 ⁷	TBD	TBD	TBD

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