

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.

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STATE OF CALIFORNIA	Detail (If Applicable)	2018 Minimum Wage Hourly Rate
Effective January 1, 2018		
State of California	for employers with 25 or fewer employees	\$10.50
	for employers with 26 or more employees	\$11.00
Cities With Local Ordinances Relating To Min. Wage*		
Effective January 1, 2018		
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
Santa Clara		\$13.00
Sunnyvale		\$15.00
Effective July 1, 2018		
Emeryville	for employers with 55 or fewer employees	\$15.00
	for employers with 56 or more employees (*estimated increase)	\$15.60*
Los Angeles City	for employers with 25 or fewer employees	\$12.00
	for employers with 26 or more employees	\$13.25
Los Angeles County Unincorporated Areas	for employers with 25 or fewer employees	\$12.00
	for employers with 26 or more employees	\$13.25
Malibu	for employers with 25 or fewer employees	\$12.00
	for employers with 26 or more employees	\$13.25
Pasadena	for employers with 25 or fewer employees	\$12.00
	for employers with 26 or more employees	\$13.25
San Francisco		\$15.00
San Leandro		\$13.00
Santa Monica	for employers with 25 or fewer employees	\$12.00
	for employers with 26 or more employees	\$13.25
Effective October 1, 2018		

Berkeley		\$15.00
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**Some localities also have industry-specific rates, such as specific rates for hotel workers.*

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