

Heartland | Payroll

Agency	Covered employers	Minimum wage	Effective date	Notes
Federal		\$7.25		
California		\$16.50	1/1/2025	Effective 1/1/2025: The minimum wage for California is \$16.50 regardless of employer size. Effective 4/1/2024: The minimum wage for fast food workers will be \$20.00. CA minimum wages shown do NOT apply to healthcare workers which varies by industry and service provided.
Alameda (City)		\$17.00	7/1/2024	Effective 7/1/2024, rate is \$17.00
Belmont		\$18.30	1/1/2025	
Berkeley		\$18.67	7/1/2024	Effective 7/1/2024, rate is \$18.67
Burlingame		\$17.43	1/1/2025	
Cupertino		\$18.20	1/1/2025	
Daly City		\$17.07	1/1/2025	
El Cerrito		\$18.34	1/1/2025	
Emeryville		\$19.36	7/1/2024	Effective 7/1/2024, rate is \$19.36
Foster City		\$17.40	1/1/2025	
Fremont	25 or fewer employees	\$17.30	7/1/2024	Effective 7/1/2024, rate is \$17.30
	26 or more employees	\$17.30	7/1/2024	Effective 7/1/2024, rate is \$17.30
Half Moon Bay		\$17.47	1/1/2025	
Hayward	25 or fewer employees	\$16.50	1/1/2025	
	26 or more employees	\$17.36	1/1/2025	
Long Beach	25 or fewer employees	\$16.50	1/1/2025	
	26 or more employees	\$16.50	1/1/2025	
	Hotels	\$23.00	7/1/2024	Effective 7/1/2024, rate is \$23.00
	Concessionaire Airport/ Convention Center	\$17.97	7/1/2024	Effective 7/1/2024, rate is \$17.97
Los Altos		\$18.20	1/1/2025	
		\$17.28	7/1/2024	Effective 7/1/2024, rate is \$17.28
Los Angeles (City)	Hotels with 60 or more rooms	\$20.32	7/1/2024	Effective 7/1/2024, rate is \$20.32
Los Angeles County (In Unincorporated Areas)		\$17.27	7/1/2024	Effective 7/1/2024, rate is \$17.27
Malibu		\$17.27	7/1/2024	Effective 7/1/2024, rate is \$17.27
Menlo Park		\$17.10	1/1/2025	
Milpitas		\$17.70	7/1/2024	Effective 7/1/2024, rate is \$17.70
Mountain View		\$19.20	1/1/2025	
Novato	25 or fewer employees	\$16.42	1/1/2025	
	26 to 99 employees	\$17.00	1/1/2025	
	100 or more employees	\$17.27	1/1/2025	

Agency	Covered Employers	Minimum Wage	Effective Date	Notes
Oakland		\$16.89	1/1/2025	
	Hotels with 50 or more rooms with health benefits	\$18.36	1/1/2025	
	Hotels with 50 or more rooms without health benefits	\$24.48	1/1/2025	
Palo Alto		\$18.20	1/1/2025	
Pasadena		\$17.50	7/1/2024	Effective 7/1/2024, rate is \$17.50
Petaluma		\$17.97	1/1/2025	
Redwood City		\$18.20	1/1/2025	
Richmond		\$17.77	1/1/2025	
San Carlos		\$17.32	1/1/2025	
San Diego (City)		\$17.25	1/1/2025	
San Francisco		\$18.67	7/1/2024	Effective 7/1/2024, rate is \$18.67
San Jose		\$17.95	1/1/2025	
San Leandro		\$16.50	1/1/2025	Effective 7/1/2023, rate is determined by State of California
San Mateo		\$17.95	1/1/2025	
Santa Clara (City)		\$18.20	1/1/2025	
Santa Monica		\$17.27	7/1/2024	Effective 7/1/2024, rate is \$17.27
	Hotels and related businesses	\$20.32	7/1/2024	
Santa Rosa		\$17.87	1/1/2025	
Sonoma (City)	25 or fewer employees	\$16.96	1/1/2025	
	26 or more employees	\$18.02	1/1/2025	
South San Francisco		\$17.70	1/1/2025	
Sunnyvale		\$19.00	1/1/2025	
West Hollywood	Non-Hotel workers	\$19.65	1/1/2025	Effective 1/1/2025, citywide rate is \$19.65
	Hotel workers	\$19.61	1/1/2025	

Please be aware that there may be additional updates and changes to these rates throughout the year. Employers remain responsible for determining whether their wages are in compliance with federal and state labor laws. For legal advice or other assistance, a labor attorney, CPA, or tax advisor should be consulted.

<name>

<phone>

<email>