

Heartland | Payroll

| Agency | Covered Employers | Minimum Wage | Effective Date | Notes |
|---|--|--------------|----------------|------------------------------------|
| Federal | | \$7.25 | | |
| California | 25 or fewer employees | \$16.50 | 1/1/2025 | |
| | 26 or more employees | \$16.50 | 1/1/2025 | |
| Alameda (City) | | \$17.46 | 7/1/2025 | effective 7/1/2025 rate is \$17.46 |
| Belmont | | \$18.30 | 1/1/2025 | |
| Berkeley | | \$19.18 | 7/1/2025 | effective 7/1/2025 rate is \$19.18 |
| 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 | | \$19.90 | 7/1/2025 | effective 7/1/2025 rate is \$19.90 |
| Foster City | | \$17.40 | 1/1/2025 | |
| Fremont | | \$17.75 | 7/1/2025 | effective 7/1/2025 rate is \$17.75 |
| 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 | \$25.00 | 7/1/2025 | effective 7/1/2025 rate is \$25.00 |
| | Concessionaire Airport/ Convention Center | \$18.58 | 7/1/2025 | effective 7/1/2025 rate is \$18.58 |
| Los Altos | | \$18.20 | 1/1/2025 | |
| Los Angeles (City) | | \$17.87 | 7/1/2025 | effective 7/1/2025 rate is \$17.87 |
| | Hotels with 60 or more rooms | \$22.50 | 7/1/2025 | effective 7/1/2025 rate is \$22.50 |
| Los Angeles County (in unincorporated areas) | | \$17.81 | 7/1/2025 | effective 7/1/2025 rate is \$17.81 |
| Malibu | | \$17.27 | 7/1/2024 | effective 7/1/2024 rate is \$17.27 |
| Menlo Park | | \$17.10 | 1/1/2025 | |
| Milpitas | | \$18.20 | 7/1/2025 | effective 7/1/2025 rate is \$18.20 |
| Mountain View | | \$19.20 | 1/1/2025 | |
| Novato | 25 or fewer employees | \$16.50 | 1/1/2025 | |
| | 26 - 99 employees | \$17.00 | 1/1/2025 | |
| | 100 or more employees | \$17.27 | 1/1/2025 | |
| Oakland | | \$16.89 | 1/1/2025 | |
| | Hotels with 50 or more rooms with Health Benefits | \$18.36 | 1/1/2025 | |

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| | Hotels with 50 or more rooms without Health Benefits | \$24.48 | 1/1/2025 | |
| Palo Alto | | \$18.20 | 1/1/2025 | |
| Pasadena | | \$18.04 | 7/1/2025 | effective 7/1/2025 rate is \$18.04 |
| 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 | | \$19.18 | 7/1/2025 | effective 7/1/2025 rate is \$19.18 |
| San Jose | | \$17.95 | 1/1/2025 | |
| San Leandro | | \$16.50 | 1/1/2023 | effective 1/1/2023 rate is determined by State of California |
| San Mateo | | \$17.95 | 1/1/2025 | |
| Santa Clara (City) | | \$18.20 | 1/1/2025 | |
| Santa Monica | | \$17.81 | 7/1/2025 | effective 7/1/2025 rate is \$17.81 |
| | Hotels and related business | \$22.50 | 7/1/2025 | effective 7/1/2025 rate is \$22.50 |
| 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 rate is \$19.65 |
| | Hotel workers | \$20.22 | 7/1/2025 | effective 7/1/2025 rate is \$20.22 |

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.

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