

California Minimum Wage 2022 - Hourly & Salary



California employers with 26 or more employees: \$15.00 in 2022

California employers with 25 or fewer employees: \$14.00 in 2022

January 1, 2023: \$15.00

Local Minimum Wages

Many local jurisdictions have established higher minimum wages. The highest applicable wage should always be paid, whether federal, state, or local.

Alameda

July 1, 2021: \$15.00

Belmont

January 1, 2022: \$16.20

Adjusted annually on January 1 based on CPI

Berkeley

July 1, 2021: \$16.32

Adjusted annually on July 1 based on CPI

Berkeley grocery stores

COVID-19 hazard pay of an additional \$5.00 per hour to employees at grocery stores that have 300 or more employees in California. COVID hazard pay applies from February 23, 2021, and remains in effect for 120 days or until Berkeley's COVID case positive rate falls below 2%, whichever is sooner. Covered employers are required to provide employees notice about this law once the final text becomes available. We recommend that employers contact the City directly and check the City's [labor webpage here](#).

Burlingame

January 1, 2022: \$15.60

Adjusted annually on January 1 based on CPI

Coachella essential businesses (agricultural operations, grocery stores, restaurants, and retail pharmacy stores)

COVID-19 hazard pay of an additional \$4.00 per hour to employees from February 10 through June 10, 2021 (unless extended). COVID-19 hazard pay applies to employers that have 300 or more employees nationally and 6 or more per location in

Coachella. Covered employers are required to provide employees notice about this law. The ordinance is available [here](#) and a factsheet is available [here](#).

Cupertino

January 1, 2022: \$16.40

Adjusted annually on January 1 based on CPI

Daly City

January 1, 2022: \$15.53

Adjusted annually on January 1 based on CPI

East Palo Alto

January 1, 2022: \$15.60

El Cerrito

January 1, 2022: \$16.37

Adjusted annually on January 1 based on CPI

Emeryville

July 1, 2021: \$17.13

Adjusted annually on July 1 based on CPI

Fremont employers with 26 or more employees

July 1, 2021: \$15.25

Fremont employers with 25 or fewer employees

July 1, 2021: \$15.00

Half Moon Bay

January 1, 2022: \$15.56

Adjusted annually on January 1 based on CPI

Hayward employers with 26 or more employees

January 1, 2022: \$15.56

Hayward employers with 25 or fewer employees

January 1, 2022: \$14.52

January 1, 2023: \$15.00

Irvine grocery or drug stores

COVID-19 hazard pay of an additional \$4.00 per hour to employees at grocery stores and drug stores that have 500 or more employees nationally and 20 or more employees in a store in Irvine from March 25, 2021, for at least 120 days. Covered employers are required to provide employees notice about this law. The ordinance is available [here](#).

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Long Beach hotels

July 1, 2021: \$15.69

Long Beach grocery stores

COVID-19 hazard pay of an additional \$4.00 per hour to employees (excluding managers, supervisors, and confidential employees) at grocery stores that have more than 300 employees nationally and more than 15 employees per store in Long Beach from January 22, 2021, through May 22, 2021 (unless extended by the city council)

Los Altos

January 1, 2022: \$16.40

Adjusted annually on January 1 based on CPI

Los Angeles employers with 26 or more employees

July 1, 2021: \$15.00

Adjusted annually on July 1 based on CPI

Los Angeles employers with 25 or fewer employees (and certain nonprofits)

July 1, 2021: \$15.00

Adjusted annually on July 1 based on CPI

Los Angeles City hotels with 150+ rooms

July 1, 2021: \$17.13

Los Angeles City retailers of groceries or drugs

COVID-19 hazard pay of an additional \$5.00 per hour to employees, except for managers who are exempt. This law applies to employers that are grocery stores or drug stores and have more than 300 employees nationally and more than 10 employees in a store in the city. In addition, retail stores are covered if the workplace is more than 85,000 square feet and dedicate at least 10% of its sales floor to groceries or drugs. The law took effect immediately and lasts for 120 days (which means it lasts up to and including July 6, 2021). The ordinance is available [here](#).

Los Angeles County grocery or drug stores: *unincorporated* areas of the county

COVID-19 hazard pay of an additional \$5.00 per hour to employees at grocery stores and drug stores in a store that has 11 or more employees and is in an unincorporated area of the county. COVID-19 hazard pay applies to grocery stores and drug

stores that are either (1) publicly traded or (2) have 300 or more employees nationally. The law took effect on February 23, 2021, and lasts for 120 days. Covered employers are required to provide employees notice about this law. The ordinance is available [here](#).

Malibu employers with 26 or more employees

July 1, 2021: \$15.00

Adjusted annually on July 1 based on CPI

Malibu employers with 25 or fewer employees

July 1, 2021: \$15.00

Adjusted annually on July 1 based on CPI

Menlo Park

January 1, 2022: \$15.75

Adjusted annually on January 1 based on CPI

Milpitas

July 1, 2021: \$15.65

Adjusted annually on July 1 based on CPI

Montebello grocery or drug stores

COVID-19 hazard pay of an additional \$4.00 per hour to employees at grocery stores that have 300 or more employees nationally and more than 15 employees per store in Montebello from January 28, 2021, through July 27, 2021. Covered employers are required to provide employees notice about this law. We recommend checking the [City's website](#) for details. This law has been since been readopted (and is therefore extended). This page will be updated as additional information becomes available.

Mountain View

January 1, 2022: \$17.10

Adjusted annually on January 1 based on CPI

Novato employers with 1–25 employees

January 1, 2022: \$15.00

Novato employers with 26–99 employees

January 1, 2022: \$15.53

Novato employers with 100 or more employees

January 1, 2022: \$15.77

Adjusted annually on January 1 based on CPI

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Oakland

January 1, 2022: \$15.06

Adjusted annually on January 1 based on CPI

Oakland grocery stores

COVID-19 hazard pay of an additional \$5.00 per hour to nonexempt employees at grocery stores that have 500 or more employees nationally if they have a store in Oakland that is bigger than 15,000 square feet. This hazard pay applies until Oakland's risk level drops to "minimal" under the state plan. Covered employers are required to provide employees notice about this law and of Oakland's risk level whenever the risk level changes. We recommend checking the [City's website](#) for resources.

Palo Alto

January 1, 2022: \$16.45

Adjusted annually on January 1 based on CPI

Pasadena employers with 26 or more employees

July 1, 2021: \$15.00

Pasadena employers with 25 or fewer employees

July 1, 2021: \$15.00

Petaluma

January 1, 2022: \$15.85

Adjusted annually on January 1 based on CPI

Redwood City

January 1, 2022: \$16.20

Adjusted annually on January 1 based on CPI

Richmond

January 1, 2022: \$15.54

Adjusted annually on January 1 based on CPI

San Carlos

January 1, 2022: \$15.77

Adjusted annually on January 1 based on CPI

San Diego

January 1, 2022: \$15.00

Adjusted annually on January 1 based on CPI

San Francisco City and County

July 1, 2021: \$16.32

Adjusted annually on July 1 based on CPI

San Francisco grocery stores or pharmacies

COVID-19 hazard pay of an additional \$5.00 per hour to employees whose base wage is less than \$35.00 per hour. COVID hazard pay applies to grocery stores and pharmacies that have 500 or more employees worldwide and 20 or more employees in San Francisco. Employees who make more than \$30/hour but less than \$35/hour are entitled to the amount of COVID hazard pay that will bring their hourly rate to \$35/hour.

Covered employers are required to provide employees notice (available [here](#)) about this law. COVID hazard pay is required from March 22 through May 19, 2021. The ordinance is available [here](#).

San Jose

January 1, 2022: \$16.20

Adjusted annually on January 1 based on CPI

San Jose grocery stores

COVID-19 hazard pay of an additional \$3.00 per hour to employees at grocery stores that have 300 or more employees nationally. COVID hazard pay applies for 120 days, starting on March 25, 2021. Covered employers are required to provide employees notice about this law. The ordinance is available [here](#).

San Leandro

July 1, 2021: \$15.00

San Leandro grocery stores

COVID-19 hazard pay of an additional \$5.00 per hour to employees in San Leandro. COVID-19 hazard pay applies to "retail food establishments" that have 300 or more employees nationally. Additional information is available [here](#). Covered employers are also required to post a notice. COVID-19 hazard pay lasts until the later of: 120 days (which would be June 17, 2021), San Leandro's risk level drops to "minimal" under the state plan, or until most of the employer's employees are vaccinated (excluding those with disabilities or sincerely held religious beliefs).

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San Mateo

January 1, 2022: \$16.20

Adjusted annually on January 1 based on CPI

San Mateo grocery stores or drugstores

COVID-19 hazard pay of an additional \$5.00 per hour to employees who work at a grocery store or drugstore that has 750 or more employees nationwide. Covered employers are required to provide employees notice (available [here](#)) about this law.

This law also requires covered employers to provide up to four hours of paid time off for employees to get vaccinated against COVID.

The ordinance took effect on March 1, 2021, and will expire on May 30, 2021. The text of the ordinance is available [here](#) and FAQs are available [here](#).

Santa Barbara grocery stores or drugstores

COVID-19 hazard pay of an additional \$5.00 per hour to employees who work at a grocery store or drugstore that employs at least 1 employee in Santa Barbara, and whose owner, parent company, franchisor, or network of franchises employs 300 or more employees nationally. Covered employers must provide employees with a notice of their rights under the law (copying and pasting Section D of the ordinance should suffice). You can [read the ordinance here](#). Increased pay took effect on June 10, 2021, and lasts 60 days unless extended.

Santa Clara

January 1, 2021: \$15.65

Adjusted annually on January 1 based on CPI

Santa Clara County grocery or drug stores

COVID-19 hazard pay of an additional \$5.00 per hour to employees who earn less than double the minimum wage at grocery stores and drug stores that have 300 or more employees nationally and 15 or more employees in a store in Santa Clara County. This law is in effect on April 8, 2021, and lasts for 180 days or until the county's COVID-19 health emergency ends, whichever is earlier. Covered employers are required to provide employees

notice about this law. The ordinance is available [here](#).

Santa Monica employers with 26 or more employees

July 1, 2021: \$15.00

Santa Monica employers with 25 or fewer employees

July 1, 2021: \$15.00

Santa Rosa

January 1, 2022: \$15.85

Adjusted annually on January 1 based on CPI

Sonoma employers with 26 or more employees

January 1, 2022: \$16.00

Sonoma employers with 25 or fewer employees

January 1, 2022: \$15.00

South San Francisco

January 1, 2022: \$15.80

Adjusted annually on January 1 based on CPI

Sunnyvale

January 1, 2022: \$17.10

Adjusted annually on January 1 based on CPI

West Hollywood grocery stores

COVID-19 hazard pay of an additional \$5.00 per hour to employees at grocery stores that have 300 or more employees nationally and more than 15 employees per grocery store in West Hollywood. This hazard pay took effect immediately when adopted on February 16, 2021, and applies for 120 days.

West Hollywood (hotels):

January 1, 2022: \$17.64

July 1, 2022: \$18.31 (estimated and subject to change based on cost of living adjustment)

July 1, 2023: \$18.77

West Hollywood (49 or fewer employees):

January 1, 2022: \$15.00

July 1, 2022: \$16.00

January 1, 2023: \$17.00

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West Hollywood (50 or more employees):

January 1, 2022: \$15.50
July 1, 2022: \$16.50
January 1, 2023: \$17.50

White Collar Exemptions & Minimum Salary

Recognized White Collar Exemptions

California recognizes five of the six federal White-Collar exemptions (Executive, Administrative, Professional, Computer, and Outside Sales). California does not recognize the Highly Compensated Employee exemption; therefore, employers should not use it.

Minimum Salary

California requires that most exempt white-collar employees make double the *state* minimum wage on a monthly basis. Municipal minimum wages do not affect these minimums—the calculation is always based on the state rate.

For the 2022 calendar year, the minimum salary for exempt employees of employers with 26 or more employees is \$1,200 per week (\$62,400 per year). For employers with 25 or fewer employees, it is \$1,120 per week (\$58,240 per year).

The minimum salary for exempt computer professionals in 2022 is \$50 per hour (or an annual salary of \$104,149.81).

Teachers, Doctors, and Lawyers

Although the FLSA provides for an exception to the minimum salary rule for teachers, doctors, and lawyers, California does not recognize those exceptions. Teachers, doctors, and lawyers in California remain subject to the double-the-minimum-wage requirement, with the limited exception below.

The minimum hourly rate for licensed physicians and surgeons, if paid on an hourly basis, is \$91.07 per hour in 2022. The minimum hourly rate increases each year on January 1, and is announced on October 1 the year prior to the increase.