

## California Minimum Wage 2023 - Hourly & Salary



All California employers must pay a minimum of \$15.50 on January 1, 2023.

### 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, 2022: \$15.75

#### Belmont

January 1, 2023: \$16.75

Adjusted annually on January 1 based on CPI

#### Berkeley

July 1, 2022: \$16.99

Adjusted annually on July 1 based on CPI

#### Burlingame

January 1, 2023: \$16.47

Adjusted annually on January 1 based on CPI

#### Cupertino

January 1, 2023: \$17.20

Adjusted annually on January 1 based on CPI

#### Daly City

January 1, 2023: \$16.07

Adjusted annually on January 1 based on CPI

#### East Palo Alto

January 1, 2023: \$16.50

#### El Cerrito

January 1, 2023: \$17.35

Adjusted annually on January 1 based on CPI

#### Emeryville

July 1, 2022: \$17.68

Adjusted annually on July 1 based on CPI

#### Fremont

July 1, 2022: \$16.00

#### Foster City

January 1, 2023: \$16.50

Adjusted annually on January 1 based on CPI

#### Half Moon Bay

January 1, 2023: \$16.45

Adjusted annually on January 1 based on CPI

#### Hayward employers with 26 or more employees

January 1, 2023: \$16.34

#### Hayward employers with 25 or fewer employees

January 1, 2023: \$15.50 (state rate)

#### Long Beach hotels (100 or more guest rooms)

July 1, 2022: \$16.73

#### Los Altos

January 1, 2023: \$17.20

Adjusted annually on January 1 based on CPI

#### Los Angeles

July 1, 2022: \$16.04

Adjusted annually on July 1 based on CPI

#### Los Angeles City hotels (150 or more guest rooms)

July 1, 2022: \$18.17

#### Unincorporated areas of Los Angeles County

July 1, 2022: \$15.96

#### Malibu

July 1, 2022: \$15.96

Adjusted annually on July 1 based on CPI

#### Menlo Park

January 1, 2023: \$16.20

Adjusted annually on January 1 based on CPI

#### Milpitas

July 1, 2022: \$16.40

Adjusted annually on July 1 based on CPI

#### Mountain View

January 1, 2023: \$18.15

Adjusted annually on January 1 based on CPI

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### Novato employers with 1–25 employees

January 1, 2023: \$15.53

### Novato employers with 26–99 employees

January 1, 2023: \$16.07

### Novato employers with 100 or more employees

January 1, 2023: \$16.32

Adjusted annually on January 1 based on CPI

### Oakland

January 1, 2023: \$15.97

Adjusted annually on January 1 based on CPI

### Oakland hotels (50 or more guest rooms)

January 1, 2023:

\$17.37 with benefit contributions

\$23.15 without benefit contributions

Adjusted annually on January 1 based on CPI

### Palo Alto

January 1, 2023: \$17.25

Adjusted annually on January 1 based on CPI

### Pasadena employers with 26 or more employees

July 1, 2022: \$16.11

### Petaluma

January 1, 2023: \$17.06

Adjusted annually on January 1 based on CPI

### Redwood City

January 1, 2023: \$17.00

Adjusted annually on January 1 based on CPI

### Richmond

January 1, 2023:

\$15.50 (state rate) with benefit contributions

\$16.17 without benefit contributions

Adjusted annually on January 1 based on CPI

### San Carlos

January 1, 2023: \$16.32

Adjusted annually on January 1 based on CPI

### San Diego

January 1, 2023: \$16.30

Adjusted annually on January 1 based on CPI

### San Francisco City and County

July 1, 2022: \$16.99

Adjusted annually on July 1 based on CPI

### San Jose

January 1, 2023: \$17.00

Adjusted annually on January 1 based on CPI

### San Leandro

July 1, 2022: \$15.00

### San Mateo

January 1, 2023: \$16.75

Adjusted annually on January 1 based on CPI

### Santa Clara

January 1, 2023: \$17.20

Adjusted annually on January 1 based on CPI

### Santa Monica

July 1, 2022: \$15.96

### Santa Monica hotels

July 1, 2022: \$18.17

### Santa Rosa

January 1, 2023: \$17.06

Adjusted annually on January 1 based on CPI

### Sonoma employers with 26 or more employees

January 1, 2023: \$17.00

### Sonoma employers with 25 or fewer employees

January 1, 2023: \$16.00

### South San Francisco

January 1, 2023: \$16.70

Adjusted annually on January 1 based on CPI

### Sunnyvale

January 1, 2023: \$17.95

Adjusted annually on January 1 based on CPI

### West Hollywood hotels:

July 1, 2022: \$18.35

### West Hollywood (49 or fewer employees):

January 1, 2023: \$17.00

### West Hollywood (50 or more employees):

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).

For the 2023 calendar year, the minimum salary for exempt employees of all employers (regardless of employee count) is \$1,240 per week (\$64,480 per year).

The minimum salary for exempt computer professionals in 2022 is \$50 per hour (or an annual salary of \$104,149.81) and [increases to this rate](#) are based on the California Consumer Price Index for Urban Wage Earners and Clerical Workers. Effective January 1, 2023, the minimum salary will increase to \$53.80 per hour (or an annual salary of \$112,065.20).

#### 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. Effective January 1, 2023, the minimum hourly rate will increase to \$97.99.