

## California Minimum Wage 2021 - Hourly & Salary



### California employers with 26 or more employees: \$14.00 in 2021

January 1, 2022: \$15.00

### California employers with 25 or fewer employees: \$13.00 in 2021

January 1, 2022: \$14.00

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, 2019: \$13.50

July 1, 2020: \$15.00

### Belmont

January 1, 2020: \$15.00

January 1, 2021: \$15.90

Adjusted annually on January 1 based on CPI

### Berkeley

July 1, 2019: \$15.59

July 1, 2020: \$16.07

Adjusted annually on July 1 based on CPI

### Burlingame employers with 26 or more employees

January 1, 2020: \$13.00

January 1, 2021: \$15.00

Adjusted annually on January 1 based on CPI

### Burlingame employers with 25 or fewer employees

January 1, 2020: \$12.00

January 1, 2021: \$15.00

Adjusted annually on January 1 based on CPI

### Cupertino

January 1, 2020: \$15.35

January 1, 2021: \$15.65

Adjusted annually on January 1 based on CPI

### Daly City

January 1, 2020: \$13.75

January 1, 2021: \$15.00

Adjusted annually on January 1 based on CPI

### El Cerrito

January 1, 2020: \$15.37

January 1, 2021: \$15.61

Adjusted annually on January 1 based on CPI

### Emeryville

July 1, 2019: \$16.30

July 1, 2020: \$16.84

Adjusted annually on July 1 based on CPI

### Fremont employers with 26 or more employees

July 1, 2020: \$15.00

### Fremont employers with 25 or fewer employees

July 1, 2020: \$13.50

July 1, 2021: \$15.00

### Half Moon Bay

January 1, 2021: \$15.00

Adjusted annually on January 1 based on CPI

### Hayward employers with 26 or more employees

January 1, 2021: \$15.00

### Hayward employers with 25 or fewer employees

January 1, 2021: \$14.00

January 1, 2022: \$14.00 + CPI

January 1, 2023: \$15.00

### Los Altos

January 1, 2020: \$15.40

January 1, 2021: \$15.65

Adjusted annually on January 1 based on CPI

### Los Angeles employers with 26 or more employees

July 1, 2019: \$14.25

July 1, 2020: \$15.00

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

July 1, 2019: \$13.25

July 1, 2020: \$14.25

July 1, 2021: \$15.00

### Malibu employers with 26 or more employees

July 1, 2019: \$14.25

July 1, 2020: \$15.00

### Malibu employers with 25 or fewer employees

July 1, 2019: \$13.25

July 1, 2020: \$14.25

July 1, 2021: \$15.00

Adjusted annually on July 1 based on CPI

### Menlo Park

January 1, 2020: \$15.00

January 1, 2021: \$15.25

Adjusted annually on January 1 based on CPI

## California Minimum Wage 2021 - Hourly & Salary



### Milpitas

July 1, 2019: \$15.00  
July 1, 2020: \$15.40  
Adjusted annually on July 1 based on CPI

### Mountain View

January 1, 2020: \$16.05  
January 1, 2021: \$16.30  
Adjusted annually on January 1 based on CPI

### Novato employers with 1–25 employees

January 1, 2020: \$12.00  
July 1, 2020: \$13.00  
January 1, 2021: \$14.00

### Novato employers with 26–99 employees

January 1, 2020: \$13.00  
July 1, 2020: \$14.00  
January 1, 2021: \$15.00

### Novato employers with 100 or more employees

January 1, 2020: \$13.00  
July 1, 2020: \$15.00  
January 1, 2021: \$15.24  
Adjusted annually on January 1 based on CPI

### Oakland

January 1, 2020: \$14.14  
January 1, 2021: \$14.36  
Adjusted annually on January 1 based on CPI

### Palo Alto

January 1, 2020: \$15.40  
January 1, 2021: \$15.65  
Adjusted annually on January 1 based on CPI

### Pasadena employers with 26 or more employees

July 1, 2019: \$14.25  
July 1, 2020: \$15.00

### Pasadena employers with 25 or fewer employees

July 1, 2019: \$13.25  
July 1, 2020: \$14.25  
July 1, 2021: \$15.00

### Petaluma employers with 26 or more employees

January 1, 2020: \$15.00  
January 1, 2021: \$15.20  
Adjusted annually on January 1 based on CPI

### Petaluma employers with 25 or fewer employees

January 1, 2020: \$14.00  
January 1, 2021: \$15.20  
Adjusted annually on January 1 based on CPI

### Redwood City

January 1, 2020: \$15.38  
January 1, 2021: \$15.62  
Adjusted annually on January 1 based on CPI

### Richmond

January 1, 2020: \$15.00  
January 1, 2021: \$15.21  
Adjusted annually on January 1 based on CPI

### San Carlos

July 1, 2020: \$15.00  
January 1, 2021: \$15.24  
Adjusted annually on January 1 based on CPI

### San Diego

January 1, 2020: \$13.00  
January 1, 2021: \$14.00  
Adjusted annually on January 1 based on CPI

### San Francisco City and County

July 1, 2019: \$15.59  
July 1, 2020: \$16.07  
Adjusted annually on July 1 based on CPI

### San Jose

January 1, 2020: \$15.25  
January 1, 2021: \$15.45  
Adjusted annually on January 1 based on CPI

### San Leandro

July 1, 2019: \$14.00  
July 1, 2020: \$15.00

### San Mateo

January 1, 2020: \$15.38  
January 1, 2021: \$15.62  
Adjusted annually on January 1 based on CPI

### Santa Clara

January 1, 2020: \$15.40  
January 1, 2021: \$15.65  
Adjusted annually on January 1 based on CPI

### Santa Monica employers with 26 or more employees

July 1, 2019: \$14.25  
July 1, 2020: \$15.00

### Santa Monica employers with 25 or fewer employees

July 1, 2019: \$13.25  
July 1, 2020: \$14.25  
July 1, 2021: \$15.00

## California Minimum Wage 2021 - Hourly & Salary

### Santa Rosa employers with 26 or more employees

January 1, 2020: \$13.00

July 1, 2020: \$15.00

January 1, 2021: \$15.20

### Santa Rosa employers with 25 or fewer employees

January 1, 2020: \$12.00

July 1, 2020: \$14.00

January 1, 2021: \$15.20

Adjusted annually on January 1 based on CPI

### Sonoma employers with 26 or more employees

January 1, 2020: \$13.50

January 1, 2021: \$15.00

### Sonoma employers with 25 or fewer employees

January 1, 2020: \$12.50

January 1, 2021: \$14.00

### South San Francisco

January 1, 2020: \$15.00

January 1, 2021: \$15.24

Adjusted annually on January 1 based on CPI

### Sunnyvale

January 1, 2020: \$16.05

January 1, 2021: \$16.30

Adjusted annually on January 1 based on CPI

## 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 2020 calendar year, the minimum salary for exempt employees of employers with 26 or more employees is \$54,080 per year (\$1,040 per week, or \$4,506.67 per month). For employers with 25 or

fewer employees, it is \$49,920 per year (\$960 per week, or \$4,160 per month).

For the 2021 calendar year, the minimum salary for exempt employees of employers with 26 or more employees is \$58,240 per year (\$1,120 per week or \$4,853.33 per month). For employers with 25 or fewer employees, it is \$54,080 per year (\$1,040 per week or \$4,506.67 per month).

The minimum salary for exempt computer professionals in 2020 is \$96,968.33 per year or \$46.55 per hour if paid on an hourly basis. As of January 1, 2021, minimums increase to \$98,907.70 per year or \$47.48 per hour.

### 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 \$84.79 in 2020 and \$86.49 in 2021. The minimum hourly rate increases each year on January 1, and is announced on October 1 the year prior to the increase.