



State and Local Minimum Wage and Paid Sick Leave Quick Reference Guide – Eff. July 1, 2025

**Please note, this information is only accurate as of the day this form is posted.
Employers should confirm requirements with the applicable locality where employees perform work.*

Location	Minimum Hourly Wage	Paid Sick Leave
California State Law	\$16.50	Any employee who works in CA for 30 days or more for the same employer within a year from the beginning of their employment is entitled to receive paid sick leave (“PSL”). An employer who provides sick leave as a lump sum must provide a minimum of 5 days or 40 hours (whichever is greater) each 12-month period. Employers may provide PSL on an accrual basis – the default rate is 1 hour of PSL for every 30 hours worked. When using an accrual method, unused time must carry over each year, up to a cap of 80 hours or 10 days (whichever is greater). You may require a new hire to wait to use PSL until after 90 days of employment. Available sick leave must be reflected on each wage statement. An employer may use its own PTO or sick leave policy if it accrues at the same or faster rate than state-mandated accrual.
California Fast Food Workers (at a chain of at least 60 establishments nationwide) *	\$20.00/hour <i>We recommend visiting –</i> https://www.dir.ca.gov/dlse/Fast-Food-Minimum-Wage-FAQ.htm	Follows State Law
California Health Care Workers*	Varies based on facility type, currently up to \$24/hour. <i>We recommend visiting –</i> https://www.dir.ca.gov/dlse/Health-Care-Worker-Minimum-Wage-FAQ.htm	Follows State Law
Local Expansions to CA State Law		
Alameda	\$17.46	Follows State Law
Belmont	\$18.30	Follows State Law
Berkeley	\$19.18	Sick Leave Ordinance
Burlingame	\$17.43	Follows State Law

*For more information on these or any other minimum wage and paid sick leave laws, please call
CEA at 800.399.5331 or e-mail us at CEAinfo@employers.org*

Cupertino	\$18.20	Follows State Law
Daly City	\$17.07	Follows State Law
East Palo Alto	\$17.45	Follows State Law
El Cerrito	\$18.34	Follows State Law
Emeryville	\$19.90	Sick Leave Ordinance
Foster City	\$17.39	Follows State Law
Fremont	\$17.75	Follows State Law
Glendale Hotels	\$20.32 (60 or more rooms)	Follows State Law
Half Moon Bay	\$17.47	Follows State Law
Hayward	\$17.36 (26 or more employees) \$16.50 (25 or fewer)	Follows State Law
Long Beach Hotels	\$25.00	Sick Leave Ordinance
Los Altos	\$18.20	Follows State Law
Los Angeles (City)	\$17.87	Sick Leave Ordinance
Los Angeles (County)	\$17.81 unincorporated areas	Follows State Law
Los Angeles City Hotels	\$22.50** (60 or more rooms) <i>We recommend visiting - https://wagesla.lacity.gov/</i>	Sick Leave Ordinance/Compensated Time Off
Malibu	\$17.27***	Follows State Law
Menlo Park	\$17.10	Follows State Law
Milpitas	\$18.20	Follows State Law
Mountain View	\$19.20	Follows State Law
Novato	\$17.27 (100+ employees) \$17.00 (26-99 employees) \$16.50 (25 or fewer)	Follows State Law
Oakland	\$16.89	Sick Leave Ordinance
Oakland Hotels	\$18.36 per hour (with Health Benefits), and \$24.48 per hour (without Health Benefits) (50 or more guest rooms)	Sick Leave Ordinance

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Palo Alto	\$18.20	Follows State Law
Pasadena	\$18.04	Follows State Law
Petaluma	\$17.97	Follows State Law
Redwood City	\$18.20	Follows State Law
Richmond	\$17.77	Follows State Law
San Carlos	\$17.32	Follows State Law
San Diego (City)	\$17.25	Sick Leave Ordinance
San Francisco (City)	\$19.18	Sick Leave Ordinance
South San Francisco	\$17.70	Follows State Law
San Jose	\$17.95	Follows State Law
San Mateo (City)	\$17.95	Follows State Law
San Mateo (County)	\$17.46	Follows State Law
Santa Clara	\$18.20	Follows State Law
Santa Monica	\$17.81	Sick Leave Ordinance
Santa Monica Hotels	\$22.50** We recommend visiting - https://www.santamonica.gov/minimum-wage	Sick Leave Ordinance
Santa Rosa	\$17.87	Follows State Law
Sonoma (City)	\$18.02 (26 or more employees) \$16.96 (25 or fewer)	Follows State Law
Sunnyvale	\$19.00	Follows State Law
West Hollywood	\$19.65	Compensated and Uncompensated Time Off
West Hollywood Hotels	\$20.22	Compensated and Uncompensated Time Off

*Note that some local minimum wages will exceed state industry-specific minimum wages for the [Fast Food](#) and [Healthcare](#) industries. In such cases, the employer must pay the higher hourly rate.

**A referendum petition was filed against the amendment to the Los Angeles Citywide Hotel Worker Minimum Wage Ordinance which would raise the minimum wage for hotel workers to \$22.50 beginning July 1, 2025. If the petition is certified by the City Clerk, the amendment may be suspended and the minimum wage rate on July 1, 2025 will be \$21.01 per hour. Under Santa Monica's Municipal Code, the hourly wage for hotel workers in Santa Monica matches the hourly wage set for hotel workers in the City of Los Angeles. We recommend employers covered by these ordinances visit the city websites regularly for updates.

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***The scheduled July 1 minimum wage increase for the City of Malibu has been suspended to support businesses impacted by the effects of the Palisades Fire. The minimum wage in the City of Malibu will remain at \$17.27 per hour for Fiscal Year 2025–2026.

The following localities increased their minimum wage as of January 1, 2025:

Northern California: Belmont, Burlingame, Cupertino, Daly City, East Palo Alto, El Cerrito, Foster City, Half Moon Bay, Hayward, Los Altos, Menlo Park, Mountain View, Novato, Oakland, Oakland Hotels, Palo Alto, Petaluma, Redwood City, Richmond, San Carlos, San Jose, San Mateo City, San Mateo County, Santa Clara, Santa Rosa, Sonoma (City), South San Francisco, Sunnyvale.

Southern California: San Diego, West Hollywood

The following localities increased their minimum wage as of July 1, 2025:

Northern California: Alameda, Berkeley, Emeryville, Fremont, Milpitas, San Francisco (City)

Southern California: Long Beach Hotels, Los Angeles (City), Los Angeles City and Santa Monica Hotels, Los Angeles County, Pasadena, Santa Monica, West Hollywood Hotels

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