Local Minimum Wage

City	2026 Min Wage (effective 1/1/26)	2025 Min Wage
State of CA	**$16.90**	**$16.50**
Alameda (city)	$17.46 (thru 7/1/26)	$17.46
Belmont	$18.95	$18.30
Berkeley	$19.18 (thru 7/1/26)	$19.18
Burlingame	$17.86	$17.43
Cupertino	$18.70	$18.20
Daly City	$17.50	$17.07
El Cerrito	$18.82	$18.34
Emeryville	$19.90 (thru 7/1/26)	$19.90
Foster City	$17.85	$17.40
Fremont	$17.75 (thru 7/1/26)	$17.75
Half Moon Bay	$17.91	$17.47
Hayward	$17.79 (26+ EEs) $16.90 (0-25 EEs)	$17.36
Los Altos	$18.70	$18.20
Los Angeles (city)	$17.87 (thru 7/1/26)	$17.87
Los Angeles (county)	$17.81 (thru 7/1/26)	$17.81
Malibu	$17.27 (thru 7/1/26)	$17.27
Menlo Park	$17.55	$17.10
Milpitas	$18.20 (thru 7/1/26)	$18.20
Mountain View	$19.70	$19.20
Novato	$17.73 (100+ EEs) $17.46 (26-99 EEs) $16.90 (0-25 EEs)	$17.27
Oakland	$17.34	$16.98
Palo Alto	$18.70	$18.20
East Palo Alto	$17.90	$17.45
Pasadena	$18.04 (thru 7/1/26)	$18.04

Local Minimum Wage

City	2026 Min Wage (effective 1/1/26)	2025 Min Wage
Petaluma	$18.31	$17.97
Redwood City	$18.65	$18.20
Richmond	$19.18	$17.77
San Carlos	$17.75	$17.32
San Diego (city)	$17.75	$17.25
San Francisco	$19.18 (thru 7/1/26)	$19.18
San Jose	$18.45	$17.95
San Mateo (city)	$18.60	$17.95
San Mateo (county)	$17.95	$17.46
Santa Clara	$18.70	$18.20
Santa Monica	$17.81 (thru 7/1/26)	$17.81
Santa Rosa	$18.21	$17.87
Sonoma (city)	$18.47 (26+ EEs) $17.38 (0-25 EEs)	$18.02
South San Francisco	$18.15	$17.70
Sunnyvale	$19.50	$19.00
Walnut Creek	$16.90	$16.50
West Hollywood	$20.25	$19.65

Specific Workers	2026 Minimum Wage	2026 Minimum Salary
"Computer" Professional	$58.85	$122,573.13
Licensed Physicians & Surgeons	$107.17	N/A
Fast Food Worker • 2026 Increase (TBD)	$20.00 (2025)	$83,200
Health Care Facilities, Hospitals, & Workers	Varies (thru 7/1/26)	150% of that healthcare worker's hourly rate; or 200% of State Min Wage
Hotel Workers (City of LA)	$22.50	
Hospitality Workers (City of San Diego)	Varies (start 7/1/26)	