

California Local Employment Ordinance Reference Guide

Minimum wage, paid sick leave, posting requirements, and selected local employment ordinances

Verified July 2026 edition - Local rules can change frequently, including through annual CPI adjustments. Use this guide as a starting point and confirm requirements with the applicable jurisdiction before making payroll, posting, leave, or policy decisions.

Jurisdiction	Minimum Wage (MW) Rate	MW Posting Requirement	Local Paid Sick Leave	Related Local Ordinance Reference(s)
Alameda (City)	\$17.76/hour (Next increase: July 1, 2027)	Yes	No	Alameda Minimum Wage Ordinance Bay Area Commuter Benefits Program
Anaheim	N/A	N/A	No	Anaheim Hotel Workers Protection Ordinance
Belmont	\$18.95/hour (Next increase: January 1, 2027)	Yes	No	Belmont Minimum Wage Ordinance
Berkeley	\$19.61/hour (Next increase: July 1, 2027)	Yes	Yes	Berkeley Minimum Wage Ordinance Berkeley Paid Sick Leave Ordinance Berkeley Fair Workweek Ordinance Berkeley Family Friendly and Environmentally Friendly Workplace Ordinance Berkeley Commuter Benefits Ordinance
Burlingame	\$17.86/hour (Next increase: January 1, 2027)	Yes	No	Burlingame Minimum Wage Ordinance
Cupertino	\$18.70/hour (Next increase: January 1, 2027)	Yes	No	Cupertino Minimum Wage Ordinance
Daly City	\$17.50/hour (Next increase: January 1, 2027)	Yes	No	Daly City Minimum Wage Ordinance
East Palo Alto	\$17.90/hour (Next increase: January 1, 2027)	Yes	No	East Palo Alto Minimum Wage Ordinance
El Cerrito	\$18.82/hour (Next increase: January 1, 2027)	Yes	No	El Cerrito Minimum Wage Ordinance
Emeryville	\$20.34/hour (Next increase: July 1, 2027)	Yes	Yes	Emeryville Minimum Wage Ordinance Emeryville Paid Sick Leave Ordinance Emeryville Fair Workweek Ordinance

* Scheduled increases are typically connected to the Consumer Price Index or another local index and are announced by the relevant city before the effective date. "No" under Local Paid Sick Leave means no local ordinance is listed; California statewide paid-sick-leave rules may still apply.

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Jurisdiction	Minimum Wage (MW) Rate	MW Posting Requirement	Local Paid Sick Leave	Related Local Ordinance Reference(s)
Foster City	\$17.85/hour (Next increase: January 1, 2027)	Yes	No	Foster City Minimum Wage Ordinance
Fremont	\$18.05/hour (Next increase: July 1, 2027)	Yes	No	Fremont Minimum Wage Ordinance
Glendale	N/A	N/A	N/A	Glendale Hotel Worker Protection Ordinance
Half Moon Bay	\$17.91/hour (Next increase: January 1, 2027)	Yes	No	Half Moon Bay Minimum Wage Ordinance
Hayward	For employers with 26 or more employees: \$17.79/hour (Next increase: January 1, 2027) For employers with 25 or fewer employees: \$16.90/hour (Next increase: January 1, 2027)	Yes	No	Hayward Minimum Wage Ordinance
Irvine	N/A	N/A	N/A	Irvine Hotel Worker Protection Ordinance
Long Beach	N/A	N/A	N/A	Long Beach Hotel Working Conditions Ordinance
Los Altos	\$18.70/hour (Next increase: January 1, 2027)	Yes	No	Los Altos Minimum Wage Ordinance
Los Angeles City	\$18.42/hour (Next increase: July 1, 2027)	Yes	Yes	Los Angeles City Minimum Wage Ordinance Los Angeles City Paid Sick Leave Los Angeles Fair Chance Initiative Los Angeles City Fair Workweek Ordinance Los Angeles Hotel Worker Protection Ordinance Los Angeles Hotel Worker Minimum Wage Ordinance

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Jurisdiction	Minimum Wage (MW) Rate	MW Posting Requirement	Local Paid Sick Leave	Related Local Ordinance Reference(s)
Los Angeles County (Unincorporated Areas)	\$18.47/hour (Next increase: July 1, 2027)	Yes	No	Los Angeles County Minimum Wage Ordinance Los Angeles County Prevention of Human Trafficking Ordinance Los Angeles County Fair Chance Ordinance for Employers Los Angeles County Fair Workweek Ordinance Los Angeles County Hotel Worker Protection Ordinance
Malibu	\$17.91/hour (Next increase: July 1, 2027)	Posting is recommended	No	Malibu Minimum Wage Ordinance
Menlo Park	\$17.55/hour (Next increase: January 1, 2027)	Yes	No	Menlo Park Minimum Wage Ordinance
Milpitas	\$18.50/hour (Next increase: July 1, 2027)	Yes	No	Milpitas Minimum Wage Ordinance
Mountain View	\$19.70/hour (Next increase: January 1, 2027)	Yes	No	Mountain View Minimum Wage Ordinance Mountain View Wage Theft Ordinance
Novato	For employers with 100 or more employees: \$17.73/hour (Next increase: January 1, 2027) For employers with 26-99 employees: \$17.46/hour (Next increase: January 1, 2027) For employers with 25 or fewer employees: \$16.90/hour (Next increase: January 1, 2027)	Yes	No	Novato Minimum Wage Ordinance
Oakland	\$17.34/hour (Next increase: January 1, 2027)	Yes	Yes	Oakland Minimum Wage Ordinance Oakland Paid Sick Leave Ordinance Oakland Hotel Minimum Wage and Working Conditions Ordinance
Palo Alto	\$18.70/hour (Next increase: January 1, 2027)	Yes	No	Palo Alto Minimum Wage Ordinance

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Jurisdiction	Minimum Wage (MW) Rate	MW Posting Requirement	Local Paid Sick Leave	Related Local Ordinance Reference(s)
Pasadena	\$18.57/hour (Current rate effective July 1, 2026 through June 30, 2027; next adjustment July 1, 2027)	Yes	No	Pasadena Minimum Wage Ordinance
Petaluma	\$18.31/hour (Next increase: January 1, 2027)	Yes	No	Petaluma Minimum Wage Ordinance
Redwood City	\$18.65/hour (Next increase: January 1, 2027)	Yes	No	Redwood City Minimum Wage Ordinance
Richmond	\$19.18/hour (Next increase: January 1, 2027)	Yes	No	Richmond Minimum Wage Ordinance Richmond Commuter Benefits Ordinance
Sacramento (City)	N/A	N/A	N/A	Sacramento City Hotel Worker Protection Ordinance
Sacramento County	N/A	N/A	N/A	Sacramento County Hotel Worker Protection Act
San Carlos	\$17.75/hour (Next increase: January 1, 2027)	Yes	No	San Carlos Minimum Wage Ordinance
San Diego (City)	\$17.75/hour (Next increase: January 1, 2027)	Yes	Yes	San Diego Minimum Wage Ordinance San Diego Paid Sick Leave Ordinance San Diego Fair Chance Ordinance
San Francisco	\$19.61/hour (Next increase: July 1, 2027)	Yes	Yes	San Francisco Minimum Wage Ordinance San Francisco Paid Sick Leave Ordinance Bay Area Commuter Benefits Program San Francisco Commuter Benefits Ordinance San Francisco Consideration of Salary History Ordinance San Francisco Discrimination Prohibition Ordinance San Francisco Drug-Free Workplace Ordinance San Francisco Drug Testing Regulations Ordinance San Francisco Fair Chance Ordinance San Francisco Family Friendly Workplace Ordinance San Francisco Health Care Security Ordinance San Francisco Lactation in the Workplace Ordinance San Francisco Military Leave Pay Protection Act San Francisco Non-Interference in Personal Relationships Ordinance San Francisco Paid Parental Leave Ordinance San Francisco Public Health Emergency Leave Ordinance San Francisco Retail Workers Bill of Rights

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Jurisdiction	Minimum Wage (MW) Rate	MW Posting Requirement	Local Paid Sick Leave	Related Local Ordinance Reference(s)
San Jose	\$18.45/hour (Next increase: January 1, 2027)	Yes	No	San Jose Minimum Wage Ordinance San Jose Opportunity to Work Ordinance
San Mateo (City)	\$18.60/hour (Next increase: January 1, 2027)	Yes	No	San Mateo City Minimum Wage Ordinance Bay Area Commuter Benefits Program
San Mateo County (Unincorporated Areas)	\$17.95/hour (Next increase: January 1, 2027)	Yes	No	San Mateo County Minimum Wage Ordinance Bay Area Commuter Benefits Program
Santa Clara (City)	\$18.70/hour (Next increase: January 1, 2027)	Yes	No	Santa Clara Minimum Wage Ordinance Bay Area Commuter Benefits Program
Santa Cruz	N/A	N/A	N/A	Santa Cruz Anti-Discrimination Ordinance
Santa Monica	\$18.47/hour (Next increase: July 1, 2027)	Yes	Yes	Santa Monica Minimum Wage Ordinance Santa Monica Paid Sick Leave Santa Monica Hotel Worker Living Wage Ordinance Santa Monica Hotel Worker Protection Ordinance
Santa Rosa	\$18.21/hour (Next increase: January 1, 2027)	Yes	No	Santa Rosa Minimum Wage Ordinance
Sonoma (City)	For employers with 26 or more employees: \$18.47/hour (Next increase: January 1, 2027) For employers with 25 or fewer employees: \$17.38/hour (Next increase: January 1, 2027)	Yes	No	Sonoma Minimum Wage Ordinance Bay Area Commuter Benefits Program
South San Francisco	\$18.15/hour (Next increase: January 1, 2027)	Yes	No	South San Francisco Minimum Wage Ordinance
Sunnyvale	\$19.50/hour (Next increase: January 1, 2027)	Yes	No	Sunnyvale Minimum Wage Ordinance
West Hollywood	\$20.25/hour (Next increase: January 1, 2027)	Yes	No	West Hollywood Minimum Wage Ordinance West Hollywood Compensated and Uncompensated Leave West Hollywood Hotel Worker Protection Ordinance

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Purpose. This is a branded reference tool prepared by Franklin Harris Consulting for general California employment compliance education. It is not legal advice.

Verify before relying. Wage rates, leave requirements, posting rules, covered employers, exemptions, effective dates, and industry-specific ordinances can change. Employers should verify current rules directly with the relevant jurisdiction and seek counsel as appropriate.

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Additional note from the source. Anaheim, Glendale, Irvine, Long Beach, the City of Los Angeles, Oakland, the City of Sacramento, Sacramento County, Santa Monica, and West Hollywood also have hotel-specific local ordinances. Businesses within the geographical boundaries of the Bay Area Air Quality Management District may also need to comply with the Bay Area Commuter Benefits Program.

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