

2021 Minimum Wage Increases			
Jurisdiction	Effective Date of Increase	2020 Minimum Wage	2021 Minimum Wage
Belmont	January 1, 2021	\$15.00	\$15.90
Berkeley	July 1, 2021	\$16.07	\$16.07 + CPI
Burlingame	January 1, 2021	\$13.00 (26 or more employees) \$12.00 (25 or fewer employees)	\$15.00
Cupertino	January 1, 2021	\$15.35	\$15.65
Daly City	January 1, 2021	\$13.75	\$15.00
El Cerrito	January 1, 2021	\$15.37	\$15.61
Emeryville	July 1, 2021	\$16.84	\$16.84 + CPI
Fremont	July 1, 2021	\$15.00 (26 or more employees) \$13.50 (25 or fewer employees)	\$15.00 + CPI (26 or more employees) \$15.00 (25 or fewer employees)
Hayward	January 1, 2021	\$13.00 (26 or more employees) \$12.00 (25 or fewer employees)	\$15.00 (26 or more employees) \$14.00 (25 or fewer employees)
Los Altos	January 1, 2021	\$15.40	\$15.65
Los Angeles (County and City)	January 1, 2021	\$15.00 (26 or more employees) \$14.25 (25 or fewer employees)	\$15.00 (26 or more employees) \$15.00 (25 or fewer employees) <i>(effective July 1, 2021)</i>
Malibu	January 1, 2021	\$15.00 (26 or more employees) \$14.25 (25 or fewer employees)	\$15.00 (26 or more employees) \$15.00 (25 or fewer employees) <i>(effective July 1, 2021)</i>

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Milpitas	July 1, 2021	\$15.40	\$15.40 + CPI
Menlo Park	January 1, 2021	\$15.00	\$15.25
Mountain View	January 1, 2021	\$16.05	\$16.30
Novato	January 1, 2021	\$15.00 (100 or more employees) \$14.00 (26-99 employees) \$13.00 (1-25 employees)	\$15.24 (100 or more employees) \$15.00 (26-99 employees) \$14.00 (1-25 employees)
Oakland	January 1, 2021	\$14.14	\$14.36
Palo Alto	January 1, 2021	\$15.40	\$15.65
Pasadena	January 1, 2021	\$15.00 (26 or more employees) \$14.25 (25 or fewer employees)	\$15.00
Petaluma	January 1, 2021	\$15.00 (26 or more employees) \$14.00 (25 or fewer employees)	\$15.20 (26 or more employees) \$15.00 (25 or fewer employees)
Redwood City	January 1, 2021	\$15.38	\$15.62
Richmond	January 1, 2021	\$15.00	\$15.21
San Carlos	January 1, 2021	\$15.00	\$15.24
San Diego	January 1, 2021	\$13.00	\$14.00
San Francisco	July 1, 2021	\$16.07	\$16.07 + CPI
San Jose	January 1, 2021	\$15.25	\$15.45
San Mateo	January 1, 2021	\$15.38	\$15.62

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Santa Clara	January 1, 2021	\$15.40	\$15.65
Santa Monica	January 1, 2021	\$15.00 (26 or more employees) \$14.25 (25 or fewer employees)	\$15.00 (26 or more employees) \$15.00 (25 or fewer employees) <i>(effective July 1, 2021)</i>
Santa Rosa	January 1, 2021	\$15.00 (26 or more employees) \$14.00 (25 or fewer employees)	\$15.20
Sonoma	January 1, 2021	\$13.50 (26 or more employees) \$12.50 (25 or fewer employees)	\$15.00 (26 or more employees) \$14.00 (25 or fewer employees)
South San Francisco	January 1, 2021	\$15.00	\$15.24
Sunnyvale	January 1, 2021	\$16.05	\$16.30