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# 2025 CALIFORNIA WAGE & HOUR QUICK REFERENCE GUIDE

This document provides guidance on common California wage and hour requirements. While these rules apply to most employees, please note that some employees are exempt from these standards, while others may have different, possibly stricter requirements.

STATEWIDE			WAGE
California			\$16.50
INDUSTRY SPECIFIC			WAGE
Fast Food Workers			\$20.00
Healthcare - Large Hospitals & Integrated Health Systems (10,000+ Employees)			\$23.00
Healthcare - Small Facilities, Clinics & Home Health Agencies			\$21.00
Healthcare - Rural Independent Facilities			\$18.00
CITY-SPECIFIC	WAGE	CITY-SPECIFIC	WAGE
Alameda	\$17.00	Oakland	\$16.89
Belmont	\$18.30	Oakland - Hotels <i>with</i> Employee Benefits	\$18.36
Berkeley	\$18.67	Oakland - Hotels <i>without</i> Employee Benefits	\$24.48
Burlingame	\$17.43	Palo Alto	\$18.20
Cupertino	\$18.20	Pasadena	\$17.50
Daily City	\$17.07	Petaluma	\$17.97
East Palo Alto	\$17.45	Redwood City	\$18.20
El Cerrito	\$18.34	Richmond	\$17.77
Emeryville	\$19.36	San Carlos	\$17.32
Foster City	\$17.39	San Diego	\$17.25
Fremont	\$17.30	San Francisco	\$18.67
Half Moon Bay	\$17.47	San Jose	\$17.95
Hayward (1-25 Employees)	\$16.50	San Mateo	\$17.95
Hayward (26+ Employees)	\$17.36	San Mateo - Unincorp. County	\$17.46
Long Beach - Hotels w/ 100+ Rooms	\$23.00	Santa Clara	\$18.20
Los Altos	\$18.20	Santa Monica	\$17.27
Los Angeles	\$17.28	Santa Monica - Hotels & Businesses on Hotel Property	\$20.32
Los Angeles - Hotels w/ 60+ Rooms	\$20.32	Santa Rosa	\$17.87
Los Angeles - Unincorp. County	\$17.27	Sonoma (1-25 Employees)	\$16.96
Malibu	\$17.27	Sonoma (26+ Employees)	\$18.02
Menlo Park	\$17.10	South San Francisco	\$17.70
Milpitas	\$17.70	Sunnyvale	\$19.00
Mountain View	\$19.20	West Hollywood - Hotels	\$19.61
Novato (1-25 Employees)	\$16.42	West Hollywood	\$19.65
Novato (26-99 Employees)	\$17.00	<i>Source: California Department of Industrial Relations Wages listed above are subject to increase with the CPI on July 1, 2025</i>	
Novato (100+ Employees)	\$17.27		

## CONTACT INFORMATION

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## OVERTIME

Unless exempt from overtime under a statutory exemption, employees are entitled to daily and/or weekly overtime. Hourly and other non-exempt employees must be paid 1.5 times their regular rate of pay for: (a) all time worked in excess of 40 hours per workweek; (b) all time worked in excess of 8 hours per day, but less than 12 hours per day; and (c) for the first 8 hours worked on the seventh consecutive day of work in a workweek.

Hourly employees and other non-exempt employees must be paid 2 times their regular rate of pay for: (a) all time worked in excess of 12 hours per workday; and (b) all time worked in excess of 8 hours on the seventh consecutive day of work in a workweek.

## FINAL PAYCHECK

When an employee is involuntarily terminated or laid off, employers must pay the employee all outstanding wages, including accrued vacation wages, at the time of termination, or be subject to a penalty equivalent to the employee's daily wage for every day the wages are not paid, up to 30 days. If an employee without a written employment contract for a definite period of time who gives at least 72 hours prior notice of the intention to quit, quits on the day given in the notice, then employers must pay the employee all outstanding wages at the time of quitting. If an employee without a written employment contract for a definite period of time quits without giving at least 72 hours prior notice, employers must pay the employee all outstanding wages within 72 hours of quitting.

## MEAL & REST PERIODS

The chart below shows the meal and rest periods employees are entitled to based on the length of their shift.

SHIFT LENGTH	REST PERIODS
0-3 hours & 29 minutes	No Rest Period
3 hours & 30 minutes - 5 hours & 59 minutes	1 Rest Period
6 hours - 9 hours & 59 minutes	2 Rest Periods
10 hours - 13 hours & 59 minutes	3 Rest Periods
14 hours - 18 hours	4 Rest Periods
SHIFT LENGTH	MEAL PERIODS
0 - 4 hours & 59 minutes	No Meal Period
5 hours - 9 hours & 59 minutes	1 Meal Period
Over 10 hours	2 Meal Periods

This reference guide does not constitute legal advice. Please contact the employment law professionals at Michael Sullivan & Associates to discuss any compliance questions.