

MINIMUM WAGE 2025

California's minimum wage increased to \$16.50 in January 2025. The following list includes Bay Area cities in our Diocese with a higher minimum wage.

These rates apply to large employers with 26+ employees. All parishes are part of RCBO and are considered large employers.

Please ensure employees at your site meet the minimum wage requirement for the state of California or for your city, whichever is higher, to avoid potential claims which may incur penalties and legal fees.

City	2025 Minimum Wage
Alameda	\$17.00 (effective 7/1/24)
Berkeley	\$18.67 (effective 7/1/24)
El Cerrito	\$18.34
Emeryville	\$19.36 (effective 7/1/24)
Fremont	\$17.30 (effective 7/1/24)
Hayward	\$17.36
Oakland	\$16.89
Richmond	\$17.77