



# CITY OF SAN MATEO

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## MINIMUM WAGE INFORMATION FOR EMPLOYERS AND EMPLOYEES

### What does this mean for EMPLOYERS?

- Starting January 1, 2023, minimum wage in the City of San Mateo is \$16.75 per hour for all employers.
- Each employer must give written notification to each current employee and to new employees (at the time of hire) of the employee's rights under the Minimum Wage Ordinance.
- The employer must post the Official Notice prominently in the areas at the work site where it will be seen by all employees.
- Every employer must provide each employee, at the time of hire, with the employer's name, address and telephone number in writing. Failure to post such notice will be a violation of the Municipal Code.
- Under the Ordinance, an employer may not retaliate against an employee for making a complaint to the City regarding his/her right to receive the minimum wage specified.
- Tips and other benefits may not be considered an offset to the Minimum Wage.
- The City of San Mateo will investigate possible violations and may take enforcement action including reinstatement of the employee, payment of back wages and civil penalties.

### What does this mean for EMPLOYEES?

- Starting January 1, 2023, minimum wage in the City of San Mateo is \$16.75 per hour for all employers.
- Covered employees include anyone who performs 2 hours or more of work per week within the geographic boundaries of the City of San Mateo, including employees who are under 18.
- Covered employees are entitled to these rights regardless of immigration status.
- The minimum wage will be adjusted annually on January 1<sup>st</sup> of each year.

**For additional information, or to report a violation contact:**

City of San Mateo, City Manager's Office

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San Mateo, CA 94403

(650) 522-7277

MinimumWage@CityofSanMateo.org

<https://www.cityofsanmateo.org/3278/Minimum-Wage>

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