



# City of San Mateo

---

---

**POST WHERE EMPLOYEE MAY READ EASILY  
- VIOLATORS SUBJECT TO PENALTIES -**

## **OFFICIAL NOTICE**

***THE CITY OF SAN MATEO MINIMUM WAGE RATE IS***

# **\$17.95**

**per hour**

**Effective January 1, 2025**

Beginning **January 1, 2025**, employers who are subject to the City of San Mateo Business License Tax **OR** who maintain a facility in the City of San Mateo must pay to each employee who performs at least two (2) hours of work per week in City of San Mateo, minimum wages not less than \$17.95 per hour.

The minimum wage requirement set forth in the City of San Mateo Minimum Wage Ordinance applies to adult AND minor employees who work two (2) or more hours per week (tips not included). The minimum wage will be adjusted annually beginning on January 1st of each year.

Under the Ordinance, employees who assert their rights to receive the City's minimum wage are protected from retaliation. Employees may file a civil lawsuit against their employers for any violation of the Ordinance or may file a complaint with the City of San Mateo. The City will investigate possible violations and will require access to payroll records. The City will enforce violations of the Minimum Wage Ordinance by ordering reinstatement of employees, payment of back wages unlawfully withheld, and penalties.

If you have questions, need additional information, or believe you are not being paid correctly, contact your employer or the City Manager's Office at:

City of San Mateo, City Manager's Office  
330 W. 20<sup>th</sup> Avenue  
San Mateo, CA 94403  
(650)522-7009  
MinimumWage@cityofsanmateo.org  
[www.cityofsanmateo.org/MinimumWage](http://www.cityofsanmateo.org/MinimumWage)

---

---