



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

\$12.00

Citywide

\$10.50

501(c)(3) Non-Profit Organizations

per hour

Effective January 1, 2017

Beginning **January 1, 2017**, 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 \$12.00 per hour, with the exception of employers who are non-profit corporations that are tax-exempt per Section 501(c)(3) of the tax code who must pay minimum wages not less than \$10.50 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. 20th Avenue
San Mateo, CA 94403
(650)522-7153
MinimumWage@cityofsanmateo.org
