

NEWS

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For Immediate Release

Minimum Wage Rises to \$17.06 an Hour Beginning New Years Day in Unincorporated San Mateo County

Redwood City – San Mateo County’s [minimum wage](#) will rise to \$17.06 an hour in unincorporated areas starting Jan. 1, 2024, as an automatic pay increase.

The minimum wage must be paid to employees who work at least two hours a week, with few exceptions. Employers regardless of size must pay workers at least \$17.06 for all time worked within the geographic [boundaries of unincorporated](#) San Mateo County.

This new minimum wage will be \$1.06 per hour higher than the [state’s minimum wage](#), which is scheduled to increase to \$16 an hour on Jan. 1, 2024.

To put more money into the pockets of fast-food employees, agricultural laborers and other typically low-wage workers, the [Board of Supervisors in November 2022](#) set a minimum wage for the first time in unincorporated areas. That initial wage of at least \$16.50 an hour rises based on a formula involving the consumer price index.

The County’s minimum wage applies to nearly all workers, regardless of immigration status, across a wide geographic region. This includes [North Fair Oaks](#), home to the bustling [Middlefield Road corridor](#), agricultural land stretching from south of Pacifica to Pescadero, [Broadmoor Village](#) in the North County and other unincorporated pockets.

The County’s Executive Office is working to ensure that both employees and employers are aware of the new minimum wage.

The California [Labor Commissioner’s Office](#) will ultimately enforce the minimum wage. This avoids establishing a new local enforcement agency while providing

consistency across jurisdictions as the Labor Commissioner’s mission is to “ensure a just day's pay in every workplace....”

The minimum wage applies to so-called gig workers, employees who get paid tips and both adults and minors. Mirroring the state’s [minimum wage requirements](#), there is an exception for “[learners](#)” – who may earn 85 percent of the minimum wage for the first 160 hours of employment, then the full \$17.06 per hour.

Official notices (suitable for printing) along with details about the increase can be found at www.smcgov.org/minwage.

This page includes employer notices in English, Spanish and simplified Chinese along with frequently asked questions.

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