



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

OFFICIAL NOTICE

THE UNINCORPORATED AREAS OF SAN MATEO
COUNTY MINIMUM WAGE RATE IS FOR:

\$17.46 PER HOUR

Effective January 1, 2025

Beginning **January 1, 2025**, employers who maintain a facility in the **unincorporated areas** of San Mateo County must pay to each employee who performs at least two (2) hours of work per week in **unincorporated** San Mateo County, minimum wages not less than \$17.46 per hour.

The minimum wage requirement set forth in the County of San Mateo Minimum Wage Ordinance applies to adult AND minor employees who work two (2) or more hours per week in businesses located in **unincorporated areas**. The minimum wage will be adjusted annually beginning on January 1 of each year. Tips are not included in the hourly wage.

Under the Ordinance, employees who assert their rights to receive the **unincorporated** County'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 State Labor Commissioner <https://www.dir.ca.gov/dlse/>.

If you have questions, need additional information, please visit:

SMCGOV.ORG/MINWAGE
