



2025 Minimum Wage Calculation for Unincorporated Areas of San Mateo County

Minimum Wage Effective January 1, 2024: \$17.06

Per the County's Minimum Wage Ordinance¹, the minimum wage for unincorporated areas of San Mateo County shall be adjusted annually based on the lesser of:

3.5%
OR
% Change in CPI-W²

CPI-W Calculation	
CPI-W August 2023 ³	301.551
CPI-W August 2024	308.640
(308.640-301.551)	
301.551	= 0.023508
% Change in CPI-W	2.35%⁴

The adjusted minimum wage beginning Jan. 1, 2025 will be increased by 2.35% based on CPI-W (the lesser metric).

\$17.06
X 1.0235

Minimum Wage Effective January 1, 2025:	\$17.46
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For additional information, visit www.smcgov.org/minwage

¹[San Mateo County Ordinance Code Chapter 5.158 \(Minimum Wage\)](#)

²Change in CPI-W is measured from August to August of the prior year

³[Bureau of Labor Statistics Consumer Price Index for Urban Wage Earners and Clerical Workers \(CPI-W\)](#)

⁴Percent change is not rounded for actual calculations. No rounding occurs until calculating the final dollar value, at which point, the revised minimum wage is rounded to the nearest cent.