



-POST WHERE EMPLOYEES CAN READ EASILY-
-VIOLATORS SUBJECT TO PENALTIES-

OFFICIAL NOTICE

Minimum Wage Rate

\$18.20 Per Hour

MILPITAS MINIMUM WAGE

Effective Date: July 1, 2025

Beginning **July 1, 2025**, employers who are subject to the Milpitas business license requirement or who maintain a business facility in Milpitas must pay to each employee who performs at least two (2) hours of work per week in Milpitas wages of not less than **\$18.20 per hour**.

The minimum wage requirement set forth in the Milpitas Minimum Wage Ordinance applies to adult and minor employees who work two (2) or more hours per week (tips **not** included). Effective July 1 of every year, the City adjusts the minimum wage based on the Bay Area Consumer Price Index as published by the U.S. Department of Labor.

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 Milpitas. The City will investigate possible violations, will have access to payroll records, and will enforce violations of the minimum wage requirements 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, please contact your employer or the City of San Jose at:

City of San Jose
200 E Santa Clara Street
5th Floor
San Jose, CA 95113
(408) 535-8430
Email: mywage@sanjoseca.gov