



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

OFFICIAL NOTICE

Minimum Wage Rate

\$17.75 per hour

**SAN CARLOS MINIMUM WAGE
Effective Date: JANUARY 1, 2026**

Beginning **January 1, 2026**, employers who are subject to the San Carlos Business Registration Tax or who maintain a facility in San Carlos must pay to each employee who performs at least two (2) hours of work per week in San Carlos wages not less than **\$17.75 per hour** (tips **not** included).

Each January 1, the prior minimum wage shall be increased by the Consumer Price Index for San Francisco-Oakland-San Jose, as determined by the United States Department of Labor, at a maximum amount of 3.5% of the prior year's increase.

Under the City of San Carlos Minimum Wage Ordinance, employees who assert their rights to receive the City's minimum wage are protected from retaliation. Employees may file a complaint with the City's enforcement provider for any violation of the Ordinance. 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. Employees also have the right to file a civil lawsuit against their employers for any violation of the Ordinance.

If you have questions, need additional information, or believe you are not being paid correctly, please contact your employer or the City of San Carlos at:

City of San Carlos Office of the City Attorney
600 Elm Street, San Carlos, CA 94070
Phone: (650) 802-4133
Email: ca@cityofsancarlos.org

**Additional Ordinance details and resources are available at
www.cityofsancarlos.org/minimumwage**