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

OFFICIAL NOTICE

THE CITY OF BELMONT MINIMUM WAGE RATE IS

$19.60

PER HOUR
EFFECTIVE JANUARY 1, 2027

Beginning **January 1, 2027**, employers who are subject to the Belmont Business License Tax OR who maintain a facility in Belmont must pay to each employee who performs at least two (2) hours of work per week in Belmont, minimum wages not less than **$19.60 per hour.**

The minimum wage requirement set forth in the City of Belmont Minimum Wage Ordinance applies to adult AND minor employees who work two (2) or more hours per week (tips not included). The minimum wage will be adjusted annually beginning on January 1 of each year, in accordance with the Ordinance.

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 Belmont. The City will investigate possible violations and will require access to payroll records. The City will enforce violations of the Ordinance by ordering reinstatement of employees, payment of back wages unlawfully withheld, and penalties.

The City of Belmont contracts with San Mateo County's Office of Labor Standards and Enforcement (OLSE) for enforcement of its minimum wage ordinance. **For questions, or to report a possible minimum wage violation, please call OLSE's free and confidential Labor Advice Hotline at (866) 870-7725 or email olse@smcgov.org.**