



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

OFFICIAL NOTICE

Minimum Wage Rate

\$18.70 Per Hour

SANTA CLARA MINIMUM WAGE

Effective Date: January 1, 2026

Beginning January 1, 2026, employers who are subject to the Santa Clara Business License Tax or who maintain a facility in Santa Clara must pay to each employee who performs at least two (2) hours of work per week in Santa Clara wages of no less than \$18.70 per hour.

The minimum wage requirement set forth in the Santa Clara Minimum Wage Ordinance applies to adult and minor employees who work two (2) or more hours per week (tips not included). The City adjusts the minimum wage annually based on the Regional Consumer Price Index.

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. The City of Santa Clara contracts with the City of San Jose's Office of Equality Assurance for enforcement of its Minimum Wage Ordinance. The Office of Equality Assurance 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.

General Information

For general information regarding the Santa Clara Minimum Wage Ordinance, visit santaclaraca.gov/minimumwage, call the City Manager's Office: **408-615-2210** or email: minimumwage@santaclaraca.gov.

