

SANTA CLARA

Minimum Wage Increase

\$18.70 Per hour
Effective Date: January 1, 2026

Santa Clara Minimum Wage Ordinance Basics

- 2026 minimum wage rate is \$18.70 per hour
- Minimum wage rate adjusted each January
- Covered employers must pay a minimum wage of \$18.70 per hour to each employee who performs two (2) hours or more of work per week in Santa Clara

Covered Employer Responsibilities Include

- Post official Santa Clara Wage Bulletin in workplace informing employees of current minimum wage rate and their rights
- Document all hours worked by employees and keep records for four (4) years
- Provide each employee at time of hire with employer's name, address and telephone number

It is unlawful to discriminate in any manner or take adverse action against any person in retaliation for exercising their rights protected under Ordinance.

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.

