

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

**OFFICIAL NOTICE**  
CITY OF BELMONT MINIMUM WAGE RATE IS

**\$16.75**

per hour

**EFFECTIVE JANUARY 1, 2023**

Beginning January 1, 2023, 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 \$16.75 per hour.

The minimum wage requirement set forth in the Belmont Minimum Wage Ordinance applies to adult AND minor employees who work two (2) or more hours per week (tips not included). Beginning January 1, 2023 the Belmont minimum wage will be \$16.75; annually thereafter the Belmont minimum wage will be adjusted 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 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 minimum wage ordinance 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, contact your employer or the Office of Equality Assurance at:

**Office of Equality Assurance**  
**200 East Santa Clara Street, 5th Floor, San Jose, CA 95113**  
**Phone: (408) 535-8430; E-mail: [mywage@sanjoseca.gov](mailto:mywage@sanjoseca.gov)**  
**[www.belmont.gov/minwage](http://www.belmont.gov/minwage)**