



MINIMUM WAGE INFORMATION FOR EMPLOYERS AND EMPLOYEES

What does this mean for EMPLOYERS?

- Starting January 1, 2026, minimum wage in the City of Daly City is \$17.50 per hour. Tips and other benefits may not be considered an offset to the Minimum Wage.
- Each employer must give written notification to each current employee and to new employees (at the time of hire) of the employee's rights under the Minimum Wage Ordinance.
- The employer must post the Official Notice prominently in the areas at the work site where it will be seen by all employees. Failure to post such notice will be a violation of the Municipal Code.
- Each employer shall maintain for at least three years for each employee, a record of their name, hours worked and pay rate.
- Under the Ordinance, an employer may not retaliate against an employee for making a complaint to the City regarding their right to receive the minimum wage specified. The City of Daly City will investigate possible violations and may take enforcement action including reinstatement of the employee, payment of back wages and civil penalties.

What does this mean for EMPLOYEES?

- Starting January 1, 2026, minimum wage in the City of Daly City is \$17.50 per hour.
- Covered employees include anyone who performs two (2) or more hours of work per week within the geographical boundaries of the City of Daly City, including employees who are under 18 years old.
- Covered employees are entitled to these rights regardless of immigration status.
- The minimum wage will be adjusted annually on January 1st of each year.

For additional information or to report a violation:

City of Daly City, City Manager's Office
333 90th Street
Daly City, CA 94015
(650) 991-8127
MinimumWage@dalycity.org
www.dalycity.org/MinimumWage