



What does this mean for EMPLOYEES?

- Starting Jan. 1, 2026, minimum wage in Mountain View is \$19.70/hour.
- Minimum wage rate will be adjusted annually on January 1.
- Covered employees include anyone who performs 2 hours or more of work per week in Mountain View.
- Covered employees are entitled to these rights regardless of immigration status.

What does this mean for EMPLOYERS?

- Employers must post the Minimum Wage Official Notice in the workplace, informing employees of the rate and their rights.
- Employers must document all hours worked by employees and keep records for 4 years.
- It is unlawful to discriminate or take adverse action against any person in retaliation for exercising their rights protected under the Ordinance.
- Employers must provide their name, address and phone number to employees at time of hire.



City of
Mountain View

**Mountain View
Minimum Wage Rate**

\$19.70
per hour

**Effective
Jan. 1, 2026**

Additional Information and How to Report

For more information, visit

MountainView.gov/MinWage

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