



City of
Mountain View

Mountain View Minimum Wage Rate

\$18.75

per hour

**Effective
Jan. 1, 2024**

What does this mean for EMPLOYEES?

- Starting Jan. 1, 2024, minimum wage in Mountain View is \$18.75/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.

Additional Information and How to Report

For more information, visit

MountainView.gov/MinWage

Mountain View City Manager's Office

500 Castro St., PO Box 7540

Mountain View, CA 94039

650-903-6301

MinWage@mountainview.gov



City of
Mountain View

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

OFFICIAL NOTICE

MOUNTAIN VIEW MINIMUM WAGE RATE IS

\$18.75
per hour

EFFECTIVE JAN. 1, 2024

Beginning Jan. 1, 2024, employers who are subject to the Mountain View Business License Tax OR who maintain a facility in Mountain View must pay to each employee who performs at least two (2) hours of work per week in Mountain View, minimum wages not less than \$18.75 per hour.

The minimum wage requirement set forth in the Mountain View Minimum Wage Ordinance applies to adult AND minor employees who work two (2) or more hours per week (tips not included). Beginning January 1, 2019, and annually thereafter, the City will adjust the minimum wage 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 Manager's Office. 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 City Manager's Office at:

Mountain View City Manager's Office
500 Castro St., PO Box 7540
Mountain View, CA 94039-7540
Phone: 650-903-6301 Email: MinWage@mountainview.gov

Employers are responsible for translating this notice into languages spoken by 5% or more of their employees.