

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

OFFICIAL NOTICE

REDWOOD CITY MINIMUM WAGE RATE IS

\$18.65 per hour

Effective January 1, 2026

STATE MINIMUM WAGE

A higher minimum wage set by the State of California applies for Fast Food Workers and certain Health Care Workers. More information can be found at www.RedwoodCity.org/MinimumWage.

TIP CREDIT

Tips and gratuity are not considered a part of the minimum hourly wage rate and may not offset the hourly wage.

BENEFIT CREDIT

Benefits such as health insurance, vacation, sick leave, or other benefits are not considered part of the minimum hourly wage rate and may not offset the hourly wage.

LEARNERS

Learners, as defined by the California Industrial Welfare Commission Order No. 4-2001, shall be paid no less than 85 percent of the applicable Minimum Wage for the first 160 hours of employment. After 160 hours, the Redwood City minimum wage rate applies.

EMPLOYEE RIGHTS

Employees have the right to:

- File a complaint and inform the City about any business not complying with the City's local minimum wage regulations [Labor Advice Hotline: 1-866-870-7725]
- Inform any employee of their potential rights and assist them reporting violations

RETALIATION

Employees who assert their rights to receive the City's minimum wage are protected from retaliation.

ENFORCEMENT

The City or its designee will investigate reported violations and will require access to payroll records. The City or its designee will enforce violations of the minimum wage ordinance by ordering reinstatement of employees, payment of back wages unlawfully withheld, penalties, and fines.

For Questions: City of Redwood City, City Manager's Office

Email: LocalMinimumWage@RedwoodCity.org

Call: 650-780-7300

Visit: City Hall, 1017 Middlefield Road, Redwood City, CA 94063

Website: www.RedwoodCity.org/MinimumWage

