



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

# OFFICIAL NOTICE

THE CITY OF DALY CITY MINIMUM WAGE RATE IS

**\$16.07**

per hour

**Effective January 1, 2023**

**Beginning January 1, 2023**, Daly City's local minimum wage of \$16.07 applies to all businesses within the geographic boundaries of Daly City and any employee working at least two (2) or more hours per week. The minimum wage applies to all companies that have employees who work in Daly City. An employer may not use tips, or fringe benefits such as health insurance, vacation, sick leave or other benefits to offset or use as a credit towards the employer's obligation to pay the City's minimum wage.

The minimum wage requirement set forth in the City of Daly City Minimum Wage Ordinance applies to adult AND minor employees who work two (2) or more hours per week (tips not included). The minimum wage will be adjusted annually beginning on January 1st of each year. Beginning January 1, 2023, it will be \$16.07, and annually thereafter the Daly City 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 Daly City. 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 employers or the City Manager's Office at:

City of Daly City, City Manager's Office  
333 90th Street  
Daly City, CA 94015  
(650) 991-8127

[MinimumWage@dalycity.org](mailto:MinimumWage@dalycity.org)  
[www.dalycity.org/MinimumWage](http://www.dalycity.org/MinimumWage)