

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

OFFICIAL NOTICE

HALF MOON BAY MINIMUM WAGE RATE IS

\$17.91
EFFECTIVE
JANUARY 1, 2026

Starting on **January 1, 2026**, Half Moon Bay's local minimum wage of **\$17.91** applies to all businesses within the geographic boundaries of Half Moon Bay and any employee working at least two or more hours per week. The minimum wage applies to all companies with employees working in Half Moon Bay. An employer may not use tips, or fringe benefits such as health insurance, vacation, sick leave, or other benefits to offset or use as credit towards the employer's obligation to pay the City's minimum wage.

Employees who assert their rights to receive the City's minimum wage are protected from retaliation. The City will investigate possible wage violations and require payroll records access. The City will enforce minimum wage ordinance violations by ordering employee reinstatement, payment of back wages unlawfully withheld, penalties, and fines.

If you need additional information or believe you are not being paid correctly, contact your employer or the City of Half Moon Bay at:

City of Half Moon Bay 501 Main Street, Half Moon Bay, CA, 94019
minimumwage@hmbcity.com / 650-435-8261

