



# CITY OF BURLINGAME

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

## OFFICIAL NOTICE

**THE CITY OF BURLINGAME MINIMUM WAGE RATE IS**

**\$17.43**

**per hour**

**Effective January 1, 2025**

Beginning **January 1, 2025**, employers who are subject to the City of Burlingame Business License Tax **OR** who maintain a facility in the City of Burlingame must pay to each employee who performs at least two (2) hours of work per week in the City of Burlingame minimum wages not less than \$17.43 per hour.

The minimum wage requirement set forth in the City of Burlingame Minimum Wage Ordinance applies to adult AND minor employees who work two (2) or more hours per week (tips not included). Each year, the City will adjust the minimum wage based on the US Department of Labor's 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. The City of Burlingame contracts with the City of San Jose's Office of Equality Assurance for enforcement of its Minimum Wage Ordinance.

The Office of Equality Assurance will investigate possible violations, will have access to payroll records, and will enforce violations of the minimum wage requirements 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, please contact your employer or the City of San Jose's Office of Equality Assurance at:

Office of Equality Assurance  
200 East Santa Clara Street, Fifth Floor  
San Jose CA 95113  
Telephone: 408-535-8430  
E-Mail: [MyWage@sanjoseca.gov](mailto:MyWage@sanjoseca.gov)