

Employer Bulletin
2027 Minimum Wage for Unincorporated San Mateo County
Published: October 1, 2026

Dear San Mateo County Employer:

Pursuant to the County of San Mateo Minimum Wage Ordinance,¹ the Office of Labor Standards and Enforcement issues this bulletin to notify you of your minimum wage obligations for 2027:

Effective January 1, 2027	Minimum Wage: \$18.58 per hour
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With very few exceptions, employers must pay all workers the minimum wage for all time worked within the geographic boundaries of unincorporated San Mateo County. Please see the reverse of this bulletin for detailed information on how the increased minimum wage was calculated.

About the Office of Labor Standards and Enforcement

Launched in July 2025, the [County of San Mateo Office of Labor Standards and Enforcement](#) (OLSE), investigates potential violations of the County's Minimum Wage Ordinance among other functions. Under the Minimum Wage Ordinance, OLSE may open investigations into covered employers' compliance in response to complaints or on its own initiative. Employers must cooperate with OLSE investigations, and retaliation against workers for filing complaints with OLSE or participating in OLSE investigations is strictly prohibited.

Employer Resources

OLSE offers employers several tools to support compliance, including:

- **Confidential Labor Advice Hotline, 1-866-870-7725:** free, multilingual legal consultations for San Mateo County employers with questions about compliance obligations. The Advice Line is operated by OLSE's non-profit partner, the Step Forward Foundation.
- **Notice Poster, available in PDF at smcgov.org/minwage:** a poster to display in the workplace in compliance section 5.158.060 of the Minimum Wage Ordinance. Email olse@smcgov.org for a printed copy.
- **Additional resources and FAQs** are available at smcgov.org/olse.

In addition to the Minimum Wage Ordinance, San Mateo County employers must comply with all applicable state and federal laws. When a local law and a state or federal law have different requirements, employers must follow the law that is most protective to workers.

¹ San Mateo County Ordinance Code, Chapter 5.158



2027 Minimum Wage Calculation for Unincorporated Areas of San Mateo County

Minimum wage effective January 1, 2026: **\$ 17.95**

Per the County's Minimum Wage Ordinance,¹ the minimum wage for unincorporated areas of San Mateo County shall be adjusted annually based on the lesser of:

3.5%; or
% change in CPI-W²

2027 Calculation

CPI-W August 2025 ³	317.31
CPI-W August 2026 ³	328.48
Change in CPI-W	11.18
% Change in CPI-W	3.52%
Cap on minimum wage increase	3.50%
% increase in minimum wage	3.50%
Minimum wage increase in dollars	\$ 0.63

Minimum wage effective January 1, 2027: **\$ 18.58**

¹ San Mateo County Ordinance Code, Chapter 5.158, § 5.158.050(b).

² The August-to-August change in the national Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) is used to calculate the change. See Minimum Wage Ordinance § 5.158.020(d).

³ [U.S. Bureau of Labor Statistics data available online at this link.](#)

