

**EXHIBIT A:
CURRENT MIMIMUM WAGE RATES IN SAN MATEO COUNTY**

(all wage rates as of 12/1/23. Rates adjust annually on 1/1 unless otherwise noted)

JURISDICTION	Current wage	Wage as of 1/1/24	Ongoing	Enforcement
County of San Mateo	\$ 16.50	\$ 17.06	Prior year amount plus regional CPI up to 3.5%	CA DIR
Belmont	\$ 16.75	\$ 17.35	Prior year amount plus regional CPI up to 3.5%	San Jose Office of Equality Assurance
Burlingame	\$ 16.47	\$ 17.03	Prior year amount plus regional CPI	San Jose Office of Equality Assurance
Daly City	\$ 16.07	\$ 16.62	Prior year amount plus regional CPI	City of Daly City
East Palo Alto	\$ 16.50	\$ 17.10	Prior year amount plus regional CPI	EPA Office of Economic Development
Foster City	\$ 16.50	\$ 17.00	Prior year amount plus regional CPI up to 3%	San Jose Office of Equality Assurance
Half Moon Bay	\$ 16.45	\$ 17.01	Prior year amount plus regional CPI	City of Half Moon Bay
Menlo Park	\$ 16.20	\$ 16.70	Prior year amount plus regional CPI up to 3%	City of Menlo Park
Redwood City	\$ 17.00	\$ 17.70	Prior year amount plus regional CPI up to 5% rounded to nearest 5 cents	San Jose Office of Equality Assurance
San Carlos	\$ 16.32	\$ 16.87	Prior year amount plus regional CPI up to 3.5%	San Jose Office of Equality Assurance
San Mateo	\$ 16.75	\$ 17.35	Prior year amount plus regional CPI up to 3%	San Jose Office of Equality Assurance
South San Francisco	\$ 16.70	\$ 17.25	Prior year amount plus regional CPI	San Jose Office of Equality Assurance
SFO Airport min wage	\$ 20.22	adjusts 7/1	Prior year amount plus regional CPI	San Francisco OLSE
City/County SF	\$ 18.07	adjusts 7/1	Prior year amount plus regional CPI	San Francisco OLSE
State of CA	\$ 15.50	\$ 16.00	Increases each year by the lesser of 3.5% and the rate of change in the averages of the two most recent US CPI-W, unless those averages are negative, in which case no change the following year	CA DIR