



CITY OF NOVATO
CALIFORNIA

PLEASE POST WHERE EMPLOYEES CAN READ EASILY
VIOLATORS SUBJECT TO PENALTIES

CITY OF NOVATO OFFICIAL NOTICE

NOVATO MINIMUM WAGE RATE

<p>\$16.32 per hour</p> <p>Very Large Business (100+ employees)</p>	<p>\$16.07 per hour</p> <p>Large Business (26-99 employees)</p>	<p>\$15.53 per hour</p> <p>Small Business (1-25 employees)</p>
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New Wage Effective Date: January 1, 2023

In accordance with the Novato Minimum Wage Ordinance in Novato Municipal Code Chapter 2-30, every employer shall pay to each employee who performs more than two hours of work in a particular week within the geographic boundaries of the City of Novato wages of no less than the hourly rates shown in this notice. The rate will be adjusted annually on January 1, according to the schedule below. Certain exemptions are available as specified in Novato Municipal Code Chapter 2-30.

City of Novato Minimum Wage			
Implementation Date	Very Large Business (100+ employees)	Large Business (26-99 employees)	Small Business (1-25 employees)
July 1, 2020	\$15.00	\$14.00	\$13.00
January 1, 2021	\$15.24	\$15.00	\$14.00
January 1, 2022	\$15.77	\$15.53	\$15.00
January 1, 2023	\$16.32	\$16.07	\$15.53
CPI Adjustment	San Francisco-Oakland-Hayward CPI-W (no more than 3.5%)	San Francisco-Oakland-Hayward CPI-W (no more than 3.5%)	San Francisco-Oakland-Hayward CPI-W (no more than 3.5%)

You should contact your employer if you believe you are not being paid correctly. Under the Ordinance, employees who assert their rights to receive the City’s minimum wage are protected from retaliation. Employees may bring a civil action against their employers for any violation of the Ordinance.

If you have questions about the City of Novato’s minimum wage ordinance, need additional information, or to download this notice in Spanish, please visit novato.org/minimumwage. You can also contact the City Clerk at city@novato.org or call (415) 899-8902.