

Minimum Wage by State and Municipality

Location	Specific Considerations	Current 2024 MWG	Proposed/Upcoming Index	Resources
Alabama		\$7.25	Federal Minimum Wage-No state	www.dol.gov
Arizona		\$14.35	Jan - Annual Indexing	https://www.azica.gov
Arizona (Flagstaff (City of))		\$17.40	Jan - Annual Indexing	https://www.flagstaff.az.gov
California		\$16.00	Jan - Annual Indexing	https://www.dir.ca.gov
California (Fast Rood Restaurant)		\$20.00	Eff 4/1/24	https://www.dir.ca.gov
California (Healthcare Workers)		Varies	Eff 10/16/24 - Varies by covered healthcare facility	https://www.dir.ca.gov
California - Alameda (City of)		\$17.00	July - Annual Indexing	https://www.alamedaca.gov
California -Belmont (City of)		\$17.35	Jan - Regional CPI Increase up to 3.5%	https://www.belmont.gov
California -Berkeley		\$18.67	July - Annual Indexing	https://www.cityofberkeley.info
California -Cupertino (City of)		\$17.75	Jan-Annual Indexing	https://www.cupertino.org
California -Daly City (City of)		\$16.62	Jan- Annually based on the regional CPI	https://www.dalycity.org
California -El Cerrito		\$17.92	Jan - Based on CPI	https://www.el-cerrito.org
California -Emeryville		\$19.36	July-Annual CPI Index	https://www.ci.emeryville.ca.us
California -Fremont		\$17.30	July-Annual CPI Index	https://www.fremont.gov
California-Half Moon Bay		\$17.01	Jan-Annual Indexing	https://www.half-moon-bay.ca.us
California - Hayward	small (25 or less ee's)	\$16.00	Jan-Annual Indexing	https://www.hayward-ca.gov
California - Hayward	large (26 or more ee's)	\$16.90	Jan-Annual Indexing	https://www.hayward-ca.gov
California -Los Altos		\$17.75	Jan-Annual Indexing	https://www.losaltosca.gov
California -Los Angeles (County)		\$17.27	July - Indexing	https://dcba.lacounty.gov
California -Los Angeles (City of)		\$17.28	July - Indexing	https://wagesla.lacity.org/
California -Malibu (City of)		\$17.27	July - Indexing	https://www.malibucity.org
California -Milpitas (City of)		\$17.70	July - Indexing	https://www.ci.milpitas.ca.gov
California-Mountain View (City)		\$18.75	Jan - Based on regional CPI	https://www.mountainview.gov
California -Novato	1-25 Employees	\$16.04	Jan-Based on CPI	https://www.novato.org
California -Novato	26-99 Employees	\$16.60	Jan-Based on CPI	https://www.novato.org
California -Novato	100 or more employees	\$16.86	Jan-Based on CPI	https://www.novato.org
California - Oakland		\$16.50	Jan-Annual Indexing	https://www.oaklandca.gov
California - Oakland	benefits/ without	\$23.91	Jan-Annual Indexing	https://www.oaklandca.gov
California -Palo Alto (City of)		\$17.80	Jan-Annual Indexing	https://www.cityofpaloalto.org
California -Pasadena (City of)		\$17.50	July-CPI Increase	https://www.cityofpasadena.ne
California -Petaluma		\$17.45	Jan-Annual Indexing	https://cityofpetaluma.org
California -Redwood City		\$17.70	Jan-Annual Indexing	https://www.redwoodcity.org
California -Richmond	*Employers who pay at least \$1.50 per hour towards an	\$17.20	Jan-Annual Indexing	https://www.ci.richmond.ca.us
California -San Diego (City of)		\$16.85	Jan-Annual Indexing	https://www.sandiego.gov
California -San Francisco		\$18.67	July-CPI Increase	https://sf.gov
California -San Jose		\$17.55	Jan-Annual Indexing	https://www.sanjoseca.gov
California -San Mateo		\$17.35	Jan-Annual Indexing	https://www.cityofsanmateo.org
California -Santa Clara		\$17.75	Jan-Based on CPI	https://www.santaclaraca.gov
California -Santa Monica		\$17.27	July-Annual CPI Index	https://www.santamonica.gov
California -Santa Rosa		\$17.45	Jan-Annual Indexing	https://www.santarosametrochamber.com
California -Sonoma (City of)	small (25 or less ee's)	\$16.56	Jan-Annual Indexing	https://www.sonomacity.org
California -Sonoma (City of)	large (26 or more ee's)	\$17.60	Jan-Annual Indexing	https://www.sonomacity.org
California -Sunnyvale		\$18.55	Jan-CPI Index	https://sunnyvale.ca.gov
Colorado		\$14.42	Jan- Annual Index	https://cdle.colorado.gov
Colorado-Denver (City of)		\$18.29	Jan-Annual Indexing	https://denvergov.org
District of Columbia		\$17.50	July-Annual Index	https://does.dc.gov
Florida		\$13.00	September 30-Annual indexing \$1 increase per year until \$15.00 in 2026 (less \$3.02 tip credit)	https://floridajobs.org
Georgia		\$7.25	Federal Minimum Wage-No state	www.dol.gov
Illinois		\$14.00	Jan-Annual indexing \$1.00 increase per year until \$15.00 in 2025 (Youth under 18 working less than 650 hours per year \$9.25 eff 2022)	https://www2.illinois.gov
Illinois-Chicago	(Employers with 4 or more ee's)	\$16.20	July - Annual indexing	https://www.chicago.gov
Illinois-(Cook County)	Cook County (except for the Village of Barrington)	\$14.05	July - Annual indexing	https://www.cookcountvil.gov
Indiana		\$7.25	Federal Minimum Wage-No state	www.dol.gov
Kentucky		\$7.25	Federal Minimum Wage-No state	www.dol.gov
Louisiana		\$7.25	Federal Minimum Wage-No state	www.dol.gov
Maryland		\$15.00	Jan-Annual Indexing	https://www.dllr.state.md.us
Maryland - Montgomery County	small (10 or less ee's)	\$15.00	July - Annual indexing	https://www2.montgomerycountymd.gov
Maryland - Montgomery County	mid-sized (11-50 ee's)	\$15.50	July - Annual indexing	https://www2.montgomerycountymd.gov
Maryland - Montgomery County	large (51 ee's and up)	\$17.15	July - Annual indexing	https://www2.montgomerycountymd.gov
Maryland - Prince George County			July - Annual indexing	
Mississippi		\$7.25	Federal Minimum Wage-No state	www.dol.gov
Nevada		\$12.00	July - Annual indexing	https://business.nv.gov
New Jersey	Agricultural		Jan-Statutory schedule	https://www.nj.gov

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New Mexico		\$12.00	Jan - Annual Ordinance	https://www.dws.state.nm.us
New Mexico - Albuquerque	If employer provides healthcare and/or childcare benefits		Effective 1/1/24	https://www.bernco.gov
New Mexico - Bernalillo County		Pending	Effective 1/1/24	https://www.bernco.gov
New Mexico - Las Cruces		\$12.36	Effective 1/1/24	https://www.las-cruces.org
New Mexico - Santa Fe (City of)		\$14.60	March (Updated March 2024)	https://www.dws.state.nm.us
New Mexico - Santa Fe (County)		\$14.60	March (Updated March 2024)	https://www.dws.state.nm.us
New York		\$15.00		https://www.ny.gov
New York - Fast Food Employees		\$16.00	Effective: New York City, Long Island, Westchester County	https://www.ny.gov
North Carolina		\$7.25	Federal Minimum Wage-No state	https://www.labor.nc.gov
Oklahoma		\$7.25	Federal Minimum Wage-No state	https://www.minimum-wage.org/oklahoma
Pennsylvania		\$7.25	Federal Minimum Wage-No state	www.dol.gov
South Carolina		\$7.25	Federal Minimum Wage-No state	www.dol.gov
Tennessee		\$7.25	Federal Minimum Wage-No state	www.dol.gov
Texas		\$7.25	Federal Minimum Wage-No state	www.dol.gov
Virginia		\$12.00	Jan-Scheduled increases	https://law.lis.virginia.gov