

State and Local Minimum Wage Rates



Current as of November 15, 2023

The following chart shows the current minimum wage for non-tipped and tipped employees and the next scheduled increase (if any) for each state, the District of Columbia, various U.S. territories / commonwealths and numerous local jurisdictions. Rates listed in black were enacted by federal, state, district, territory, or commonwealth law. Rates listed in red were enacted by city or county ordinance. Note that minimum wages that may be paid to individuals under a certain age (e.g., youth wage), to employees during a “training” period, or to employees working for a non-profit are not reflected. *

State / Local	Current Minimum Wage Per Hour	Current Tipped Employee Cash Wage Per Hour	Next Scheduled Increase Minimum Wage Per Hour	Next Scheduled Increase Tipped Employee Cash Wage Per Hour
Alabama	\$7.25	\$2.13	None	None
Alaska	\$10.85	\$10.85	1/1/24	1/1/24
Arizona	\$13.85	\$10.85	\$14.35 (1/1/24)	\$11.35 (1/1/24)
Flagstaff	\$16.80	\$14.80	\$17.40 (1/1/24)	\$15.90 (1/1/24)
Arkansas	\$11.00	\$2.63	None	None
California	\$15.50	\$15.50	\$16.00 (1/1/24)	\$16.00 (1/1/24)
Alameda City	\$16.52	\$16.52	7/1/24	7/1/24
Belmont	\$16.75	\$16.75	\$17.35 (1/1/24)	\$17.35 (1/1/24)
Berkeley	\$18.07	\$18.07	7/1/24	7/1/24
Burlingame	\$16.47	\$16.47	\$17.03 (1/1/24)	\$17.03 (1/1/24)
Cupertino	\$17.20	\$17.20	\$17.75 (1/1/24)	\$17.75 (1/1/24)
Daly City	\$16.07	\$16.07	\$16.62 (1/1/24)	\$16.62 (1/1/24)
East Palo Alto	\$16.50	\$16.50	\$17.10 (1/1/24)	\$17.10 (1/1/24)
El Cerrito	\$17.35	\$17.35	\$17.92 (1/1/24)	\$17.92 (1/1/24)
Emeryville	\$18.67	\$18.67	7/1/24	7/1/24
Fremont	\$16.80	\$16.80	7/1/24	7/1/24
Foster City	\$16.50	\$16.50	\$17.00 (1/1/24)	\$17.00 (1/1/24)
Half Moon Bay	\$16.45	\$16.45	\$17.01 (1/1/24)	\$17.01 (1/1/24)
Hayward (26 or more employees)	\$16.34	\$16.34	\$16.90 (1/1/24)	\$16.90 (1/1/24)
Hayward (25 or less employees)	\$15.50	\$15.50	\$16.00 (1/1/24)	\$16.00 (1/1/24)
Long Beach – other than hotel/ concessionaire workers (26 or more EEs)	\$15.50	\$15.50	1/1/24	1/1/24
Long Beach other than hotel/ concessionaire workers (25 or less EEs)	\$15.50	\$15.50	1/1/24	1/1/24
Long Beach (Hotel Workers)	\$17.55	\$17.55	7/1/24	7/1/24
Long Beach (Concessionaire Workers)	\$17.36	\$17.36	7/1/24	7/1/24
Los Altos	\$17.20	\$17.20	\$17.75 (1/1/24)	\$17.75 (1/1/24)
Los Angeles (City)	\$16.78	\$16.78	7/1/24	7/1/24
Los Angeles (Unincorporated County)	\$16.90	\$16.90	7/1/24	7/1/24
Los Angeles Hotel Workers	\$19.73 (hotels with 60 or more rooms)	\$19.73 (hotels with 60 or more rooms)	7/1/24 (hotels with 60 or more rooms)	7/1/24 (hotels with 60 or more rooms)
Malibu	\$16.90	\$16.90	7/1/24	7/1/24
Menlo Park	\$16.20	\$16.20	\$16.70 (1/1/24)	\$16.70 (1/1/24)
Milpitas	\$17.20	\$17.20	7/1/24	7/1/24
Mountain View	\$18.15	\$18.15	\$18.75 (1/1/24)	\$18.75 (1/1/24)
Novato (100 or more EEs)	\$16.32	\$16.32	\$16.86 (1/1/24)	\$16.86 (1/1/24)

State / Local	Current Minimum Wage Per Hour	Current Tipped Employee Cash Wage Per Hour	Next Scheduled Increase Minimum Wage Per Hour	Next Scheduled Increase Tipped Employee Cash Wage Per Hour
Novato (26-99 EEs)	\$16.07	\$16.07	\$16.60 (1/1/24)	\$16.60 (1/1/24)
Novato (25 or less EEs)	\$15.53	\$15.53	\$16.04 (1/1/24)	\$16.04 (1/1/24)
Oakland	\$15.97	\$15.97	1/1/24	1/1/24
Oakland Hotel Workers with Health Benefits	\$17.37	\$17.37	1/1/24	1/1/24
Oakland Hotel Workers without Health Benefits	\$23.15	\$23.15	1/1/24	1/1/24
Palo Alto	\$17.25	\$17.25	\$17.80 (1/1/24)	\$17.80 (1/1/24)
Pasadena	\$16.93	\$16.93	7/1/24	7/1/24
Petaluma	\$17.06	\$17.06	\$17.45 (1/1/24)	\$17.45 (1/1/24)
Redwood City	\$17.00	\$17.00	\$17.70 (1/1/24)	\$17.70 (1/1/24)
Richmond (if employers does not pay toward medical benefits)	\$16.17	\$16.17	1/1/24	1/1/24
Richmond (if employer pays at least \$1.50 per hour toward medical benefits)	\$15.50	\$15.50	1/1/24	1/1/24
San Carlos	\$16.32	\$16.32	\$16.87 (1/1/24)	\$16.87 (1/1/24)
San Diego	\$16.30	\$16.30	\$16.85 (1/1/24)	\$16.85 (1/1/24)
San Francisco	\$18.07	\$18.07	7/1/24	7/1/24
San Jose	\$17.00	\$17.00	\$17.55 (1/1/24)	\$17.55 (1/1/24)
Santa Clara	\$17.20	\$17.20	\$17.75 (1/1/24)	\$17.75 (1/1/24)
San Mateo	\$16.75	\$16.75	\$17.35 (1/1/24)	\$17.35 (1/1/24)
San Mateo County (Unincorporated Areas)	\$16.50	\$16.50	4/1/24	4/1/24
Santa Monica	\$16.90	\$16.90	7/1/24	7/1/24
Santa Monica (Hotel EEs)	\$19.73	\$19.73	7/1/24	7/1/24
Santa Rosa	\$17.06	\$17.06	\$17.45 (1/1/24)	\$17.45 (1/1/24)
Sonoma (26 or more EEs)	\$17.00	\$17.00	\$17.60 (1/1/24)	\$17.60 (1/1/24)
Sonoma (25 or less EEs)	\$16.00	\$16.00	\$16.56 (1/1/24)	\$16.56 (1/1/24)
South San Francisco	\$16.70	\$16.70	\$17.25 (1/1/24)	\$17.25 (1/1/24)
Sunnyvale	\$17.95	\$17.95	\$18.55 (1/1/24)	\$18.55 (1/1/24)
West Hollywood	\$19.08	\$19.08	7/1/24	7/1/24
Colorado	\$13.65	\$10.63	1/1/24	1/1/24
Boulder County	\$13.65	\$10.63	\$15.69 (1/1/24)	\$12.67 (1/1/24)
Denver	\$17.29	\$14.27	\$18.29 (1/1/24)	\$15.27 (1/1/24)
Edgewater	\$13.65	\$10.63	\$15.02 (1/1/24)	\$12.00 (1/1/24)
Connecticut	\$15.00	\$6.38 Waitstaff \$8.23 Bartenders	\$15.69 (1/1/24)	None
Delaware	\$11.75	\$2.23	\$13.25 (1/1/24) \$15.00 (1/1/25)	None
District of Columbia	\$17.00	\$8.00	7/1/24	7/1/24
Florida	\$12.00	\$8.98	9/30/24	9/30/24
Georgia	\$7.25 (if covered under FLSA) \$5.15 (if not covered under FLSA)	\$2.13	None	None

State / Local	Current Minimum Wage Per Hour	Current Tipped Employee Cash Wage Per Hour	Next Scheduled Increase Minimum Wage Per Hour	Next Scheduled Increase Tipped Employee Cash Wage Per Hour
Guam	\$9.25	\$9.25	None	None
Hawaii	\$12.00	\$11.00 (\$1.00 tip credit only allowed if employee earns \$7.00 more than the minimum wage through tips and wages See Tip Credit Chart)	\$14.00 (1/1/24)	\$12.75 (1/1/24) (\$1.25 tip credit allowed only if employee earns \$7.00 more than the minimum wage through tips and wages See Tip Credit Chart)
Idaho	\$7.25	\$3.35	None	None
Illinois	\$13.00	\$7.80	\$14.00 (1/1/24) \$15.00 (1/1/25)	\$8.40 (1/1/24) \$9.00 (1/1/25)
Chicago (21 or more employees)	\$15.80	\$9.48	7/1/24	7/1/24
Chicago (4 – 20 employees)	\$15.00	\$9.00	7/1/24	7/1/24
Cook County	\$13.70	\$8.00	7/1/24	7/1/24
Indiana	\$7.25	\$2.13	None	None
Iowa	\$7.25	\$4.35	None	None
Kansas	\$7.25	\$2.13	None	None
Kentucky	\$7.25	\$2.13	None	None
Louisiana	\$7.25	\$2.13	None	None
Maine	\$13.80	\$6.90	\$14.15 (1/1/24)	\$7.08 (1/1/24)
Portland	\$14.00	\$7.00	\$15.00 (1/1/24)	\$7.50 (1/1/24)
Rockland	\$14.00	\$7.00	\$15.00 (1/1/24)	\$7.50 (1/1/24)
Maryland (15 or more EEs)	\$13.25	\$3.63	\$15.00 (1/1/24)	None
Maryland (14 or fewer EEs)	\$12.80	\$3.63	\$15.00 (1/1/24)	None
Howard County (Government Employees)	\$15.00	\$3.63	\$16.00 (7/1/24)	None
Howard County (15 or more EEs)	\$15.00	\$3.63	\$16.00 (1/1/25)	None
Howard County (14 or fewer EEs)	\$13.25	\$3.63	\$14.00 (1/1/24) \$14.75 (1/1/25) \$15.00 (1/1/26)	None
Montgomery County (51 or more EEs)	\$16.70	\$4.00	7/1/24	None
Montgomery County (11 – 50 EEs)	\$15.00	\$4.00	7/1/24	None
Montgomery County (10 or less EEs)	\$14.50	\$4.00	\$15.00 (7/1/24)	None
Massachusetts	\$15.00	\$6.75	None	None
Michigan	\$10.10	\$3.84	\$10.33 (1/1/24)	\$3.93 (1/1/24)
Minnesota (Employer annual gross volume exceeds \$500k)	\$10.59	\$10.59	\$10.85 (1/1/24)	\$10.85 (1/1/24)
Minnesota (Employer annual gross volume less than \$500k)	\$8.63	\$8.63	\$8.85 (1/1/24)	\$8.85 (1/1/24)
Minneapolis (More than 100 EEs)	\$15.19	\$15.19	\$15.57 (1/1/24)	\$15.57 (1/1/24)
Minneapolis (100 or fewer EEs)	\$14.50	\$14.50	\$15.57 (7/1/24)	\$15.57 (7/1/24)
St. Paul (Employ more than 10,000 EEs)	\$15.19	\$15.19	\$15.57 (1/1/24)	\$15.57 (1/1/24)
St. Paul (Employ more than 100 EEs)	\$15.00	\$15.00	\$15.57 (7/1/24)	\$15.57 (7/1/234)
St. Paul (Employ 100 or less EEs)	\$13.00	\$13.00	\$14.00 (7/1/24) \$15.00 (7/1/25) Same as employer with more than 10,000 EEs (7/1/26)	\$14.00 (7/1/24) \$15.00 (7/1/25) Same as employer with more than 10,000 EEs (7/1/26)

State / Local	Current Minimum Wage Per Hour	Current Tipped Employee Cash Wage Per Hour	Next Scheduled Increase Minimum Wage Per Hour	Next Scheduled Increase Tipped Employee Cash Wage Per Hour
St. Paul (Employ 5 or less EEs)	\$11.50	\$11.50	\$12.25 (7/1/24) \$13.25 (7/1/25) \$14.25 (7/1/26) \$15.00 (7/1/27) Same as employer with more than 10,000 EEs (7/1/28)	\$12.25 (7/1/24) \$13.25 (7/1/25) \$14.25 (7/1/26) \$15.00 (7/1/27) Same as employer with more than 10,000 EEs (7/1/28)
Mississippi	\$7.25	\$2.13	None	None
Missouri	\$12.00	\$6.00	\$12.30 (1/1/24)	\$6.15 (1/1/24)
Montana	\$9.95	\$9.95	\$10.30 (1/1/24)	\$10.30 (1/1/24)
Nebraska	\$10.50	\$2.13	\$12.00 (1/1/24) \$13.50 (1/1/25) \$15.00 (1/1/26)	None
Nevada (no health benefits offered)	\$11.25	\$11.25	\$12.00 (7/1/24) As of 7/1/24 – minimum wage will be the same regardless of whether employer offers health benefits or not.	\$12.00 (7/1/24) As of 7/1/24 – minimum wage will be the same regardless of whether employer offers health benefits or not.
Nevada (health benefits offered)	\$10.25	\$10.25	\$12.00 (7/1/24) As of 7/1/24 – minimum wage will be the same regardless of whether employer offers health benefits or not.	\$12.00 (7/1/24) As of 7/1/24 – minimum wage will be the same regardless of whether employer offers health benefits or not.
New Hampshire	\$7.25	\$3.26	None	None
New Jersey (6 or more EEs)	\$14.13	\$5.26	\$15.13 (1/1/24)	None
New Jersey (5 or less EEs and Seasonal ER)	\$12.93	\$5.26	\$13.73 (1/1/24)	None
New Mexico	\$12.00	\$3.00	None	None
Albuquerque	\$12.00	\$7.20	\$12.00 (1/1/24)	\$7.20 (1/1/24)
Las Cruces	\$12.00	\$4.78	\$12.36 (1/1/24)	\$4.95 (1/1/24)
Santa Fe (City)	\$14.03	\$3.00	3/1/24	3/1/24
Santa Fe County	\$14.03	\$4.21	3/1/24	3/1/24
New York (other than New York City and Nassau, Suffolk, Westchester Counties)	\$14.20	Tipped Service EE \$11.85 Tipped Food Service Workers \$9.45	\$15.00 (1/1/24)	To be determined
New York -Nassau, Suffolk, Westchester Counties	\$15.00	Tipped Service EE \$12.50 Tipped Food Service Workers \$10.00	\$16.00 (1/1/24)	To be determined
New York City	\$15.00	Tipped Service EE \$12.50 Tipped Food Service Workers \$10.00	\$16.00 (1/1/24)	To be determined
North Carolina	\$7.25	\$2.13	None	None
North Dakota	\$7.25	\$4.86	None	None
Northern Mariana Islands	\$7.25	\$2.13	None	None
Ohio	\$10.10	\$5.05	\$10.45 (1/1/24)	\$5.25
Oklahoma	\$7.25	\$2.13	None	None
Oregon	\$14.20	\$14.20	7/1/24	7/1/24
Oregon -Portland, Urban Growth Boundary	\$15.45	\$15.45	7/1/24	7/1/24
Oregon Non-Urban Counties	\$13.20	\$13.20	7/1/24	7/1/24

State / Local	Current Minimum Wage Per Hour	Current Tipped Employee Cash Wage Per Hour	Next Scheduled Increase Minimum Wage Per Hour	Next Scheduled Increase Tipped Employee Cash Wage Per Hour
Pennsylvania	\$7.25	\$2.83	None	None
Puerto Rico	\$9.50	\$2.13	\$10.50 (7/1/24)	None
Rhode Island	\$13.00	\$3.89	\$14.00 (1/1/24) \$15.00 (1/1/25)	None
South Carolina	\$7.25	\$2.13	None	None
South Dakota	\$10.80	\$5.40	\$11.20 (1/1/24)	\$5.60 (1/1/24)
Tennessee	\$7.25	\$2.13	None	None
Texas	\$7.25	\$2.13	None	None
US Virgin Islands	\$10.50	\$4.20	None	None
Utah	\$7.25	\$2.13	None	None
Vermont	\$13.18	\$6.59	\$13.67 (1/1/24)	\$6.84 (1/1/24)
Virginia	\$12.00	\$2.13	\$13.50 (1/1/25) \$15.00 (1/1/26)	None
Washington	\$15.74	\$15.74	\$16.28 (1/1/24)	\$16.28 (1/1/24)
Seattle (Employs 501 or more EEs)	\$18.69	\$18.69	\$19.97 (1/1/24)	\$19.97 (1/1/24)
Seattle small employers (500 or fewer employees) who do not pay at least \$2.72/hour toward the employee's medical benefits and/or where the employee does not earn at least \$2.72/hour in tips.	\$18.69	\$18.69	\$19.97 (1/1/24)	\$19.97 (1/1/24)
Seattle small employers who do pay at least \$2.72/hour toward the employee's medical benefits and/or where the employee does earn at least \$2.72/hour in tips.	\$16.50	\$16.50	\$17.25 (1/1/24)	\$17.25 (1/1/24)
SeaTac (Employees other than hospitality and transportation employees)	\$15.74	\$15.74	\$16.28 (1/1/24)	\$16.28 (1/1/24)
SeaTac (Hospitality and transportation employees)	\$19.06	\$19.06	\$19.71 (1/1/24)	\$19.71 (1/1/24)
Tukwila (more than 500 employees worldwide)	\$18.99	\$18.99	\$20.29 (1/1/24)	\$20.29 (1/1/24)
Tukwila (15 to 500 employees worldwide)	\$16.99	\$16.99	\$18.29 (1/1/24) \$19.29 (7/1/24)	\$18.29 (1/1/24) \$19.29 (7/1/24)
Tukwila (less than 15 employees worldwide and earn \$2 million or less in annual gross revenue in Tukwila subject to Washington state minimum wage)	\$15.74	\$15.74	\$16.28 (1/1/24)	\$16.28 (1/1/24)
West Virginia	\$8.75	\$2.63	None	None
Wisconsin	\$7.25	\$2.33	None	None
Wyoming	\$7.25	\$2.13	None	None

*This information is provided with the understanding that ADP is not rendering Legal advice.