

Upcoming Minimum Wage Increases – 01/01/2024			
State	Current Minimum Wage	Upcoming Increase	Date of Increase
Alaska	\$10.85	\$11.73	01/01/2024
Arizona – State	\$13.85	\$14.35	01/01/2024
Arizona – Local Laws			
Flagstaff	\$16.80	\$17.40	01/01/2024
Tucson	\$13.85	\$14.25	01/01/2024
California – State	\$15.50	\$16.00	01/01/2024
California – Local Laws			
Belmont	\$16.75	\$17.35	01/01/2024
Burlingame	\$16.47	\$17.03	01/01/2024
Cupertino	\$17.20	\$17.75	01/01/2024
Daly City	\$16.07	\$16.62	01/01/2024
East Palo Alto	\$16.50	\$17.10	01/01/2024
El Cerrito	\$17.35	\$17.92	01/01/2024
Foster City	\$16.50	\$17.00	01/01/2024
Half Moon Bay	\$16.45	\$17.01	01/01/2024
Hayward			
26 or More EEs	\$16.34	\$16.90	01/01/2024
25 or Less EEs	\$15.50	\$16.00	01/01/2024
Los Altos	\$17.20	\$17.75	01/01/2024
Menlo Park	\$16.20	\$16.70	01/01/2024
Mountain View	\$18.15	\$18.75	01/01/2024
Novato			
100 or More EEs	\$16.32	\$16.86	01/01/2024
26 – 99 EEs	\$16.07	\$16.60	01/01/2024
25 or Less EEs	\$15.53	\$16.04	01/01/2024
Oakland	\$15.97	\$16.50	01/01/2024
Palo Alto	\$17.30	\$17.80	01/01/2024
Petaluma	\$17.06	\$17.45	01/01/2024
Redwood City	\$17.00	\$17.70	01/01/2024
Richmond	\$16.17	TBD	
San Carlos	\$16.32	\$16.87	01/01/2024
San Diego	\$16.25	\$16.85	01/01/2024
San Jose	\$17.00	\$17.55	01/01/2024
San Mateo (City)	\$16.75	\$17.35	01/01/2024
San Mateo (County – Unincorporated)	\$16.50	\$17.06	01/01/2024
Santa Clara	\$17.20	\$17.75	01/01/2024
Santa Rosa	\$17.06	\$17.45	01/01/2024

Sonoma			01/01/2024
26 or More EEs	\$17.00	\$17.60	01/01/2024
25 or Less EEs	\$16.00	\$16.56	01/01/2024
S. San Francisco	\$16.70	\$17.25	01/01/2024
Sunnyvale	\$17.95	\$18.55	01/01/2024
Colorado – State	\$13.65	\$14.42	01/01/2024
Denver	\$17.29	\$18.29	01/01/2024
Edgewater	\$13.65	\$15.02	01/01/2024
Connecticut	\$15.00	\$15.69	01/01/2024
Delaware	\$11.75	\$13.25	01/01/2024
Hawaii	\$12.00	\$14.00	01/01/2024
Illinois	\$13.00	\$14.00	01/01/2024
Maine – State	\$13.80	\$14.15	01/01/2024
Maine – Local Laws			
Portland	\$14.00	\$15.00	01/01/2024
Rockland	\$14.00	\$15.00	01/01/2024
Maryland – State			
15 or More EEs	\$13.25	\$15.00	01/01/2024
14 or Less EEs	\$12.80	\$15.00	01/01/2024
Maryland – County			
Howard County	\$13.25	\$15.00	01/01/2024
Montgomery County	\$14.50	\$15.00	01/01/2024
Prince George’s County	\$12.80	\$15.00	01/01/2024
Michigan	\$10.10	\$10.33	01/01/2024
Minnesota – State			
\$500k gross or higher	\$10.59	\$10.85	01/01/2024
Less than \$500k gross	\$8.63	\$8.85	01/01/2024
Minnesota – Local Laws			
Minneapolis (101 or more EEs)	\$15.19	\$15.57	01/01/2024
St. Paul (10,001 or more EEs)	\$15.19	\$15.57	01/01/2024
Missouri	\$12.00	\$12.30	01/01/2024
Montana	\$9.95	\$10.30	01/01/2024
Nebraska	\$10.50	\$12.00	
New Jersey - State	\$14.13	\$15.13	01/01/2024
Small or Seasonal EEs	\$12.93	\$13.73	01/01/2024
Agricultural or Piece Rate EEs	\$12.01	\$12.81	01/01/2024
Long-Term Care Facility Direct Care EEs	\$17.13	\$18.13	01/01/2024
New Mexico – Local Laws			
Las Cruces	\$12.00	\$12.36	01/01/2024
New York – State	\$14.20	\$15.00	01/01/2024
New York – Local Laws			
Nassau, Suffolk, & Westchester Counties	\$15.00	\$16.00	01/01/2024

New York City	\$15.00	\$16.00	01/01/2024
Ohio	\$10.10	\$10.45	01/01/2024
Rhode Island	\$13.00	\$14.00	01/01/2024
South Dakota	\$10.80	\$11.20	01/01/2024
Vermont	\$13.18	\$13.67	01/01/2024
Washington – State	\$15.74	\$16.28	01/01/2024
Washington – Local Laws			
SeaTac	\$19.06	\$19.71	01/01/2024
Seattle			
501 or More EEs	\$18.69	\$19.97	01/01/2024
500 or Less EEs (with medical benefits)	\$16.50	\$17.25	01/01/2024
500 or Less EEs	\$18.69	\$19.97	01/01/2024
Tacoma	\$15.74	\$16.28	01/01/2024
Tukwila			
501 or More EEs	\$18.99	\$20.29	01/01/2024
15 – 500 EEs	\$16.99	\$18.29	01/01/2024