

Arizona - Local Laws	Upcoming Minimum Wage Increases – 01/01/2024				
Arizona - State	State		Upcoming Increase		
Arizona - Local Laws	Alaska	\$10.85	\$11.73	01/01/2024	
Flagstaff \$16.80	Arizona – State	\$13.85	\$14.35	01/01/2024	
Tucson \$13.85 \$14.25 01/01/2024 California – State \$15.50 \$16.00 01/01/2024 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 Also \$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 \$16.45 \$17.01 01/01/2024 Los Altos \$17.20 \$17.75 01/01/2024 Hayward \$16.45 \$17.01 01/01/2024 Hayward \$16.45 \$17.01 01/01/2024 Los Altos \$17.20 \$17.75 01/01/2024 Menlo Park \$16.20 \$16.00 01/01/2024 Mountain View \$18.15 \$18.75 01/01/2024 Mountain View \$18.15 \$18.75 01/01/2024 25 or Less Els \$15.53 \$16.60 01/01/2024 Alto \$15.97 \$16.60 01/01/2024 Daly City \$16.07 \$16.60 01/01/2024 25 or Less Els \$15.53 \$16.04 01/01/2024 Petaluma \$17.06 \$17.45 01/01/2024 Redwood City \$17.00 \$17.70 01/01/2024 Redwood City \$17.00 \$17.70 01/01/2024 Redwood City \$17.00 \$17.55 01/01/2024 San Diego \$16.25 \$16.85 01/01/2024 San Diego \$16.25 \$16.85 01/01/2024 San Mateo (County — Unincorporated) \$16.50 \$17.06 \$17.35 01/01/2024	Arizona – Local Laws				
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 Also \$16.50 \$17.10 01/01/2024 Eoster City \$16.50 \$17.92 01/01/2024 Foster City \$16.50 \$17.00 01/01/2024 Foster City \$16.50 \$17.00 01/01/2024 Half Moon Bay \$16.45 \$17.01 01/01/2024 Hayward 101/01/2024 01/01/2024 Los Altos \$17.20 \$16.90 01/01/2024 Los Altos \$17.20 \$17.75 01/01/2024 Menlo Park \$16.20 \$16.00 01/01/2024 Mountain View \$18.15 \$18.75 01/01/2024 Movato \$10.00 rMore EEs \$16.32 \$16.86 01/01/2024	Flagstaff	\$16.80	\$17.40	01/01/2024	
California - Local Laws S16.75 \$17.35 01/01/2024	Tucson	\$13.85	\$14.25	01/01/2024	
Belmont \$16.75 \$17.35 01/01/2024	California – State	\$15.50	\$16.00	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 Also \$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 26 - 99 EES \$16.07 \$16.50 01/01/2024	California – Local Laws				
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Daly City \$16.07 \$16.62 01/01/2024 East Palo Also \$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 Half Moon Bay \$16.45 \$17.01 01/01/2024 Hayward	Burlingame	\$16.47	\$17.03	01/01/2024	
East Palo Also \$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 \$16.45 \$17.01 01/01/2024 Los Altos \$17.20 \$16.00 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 25 or Less EES \$15.53 \$16.04 01/01/2024 Alto Saltos \$17.20 \$17.75 01/01/2024 Mountain View \$18.15 \$18.75 01/01/2024 Mountain View \$18.15 \$18.75 01/01/2024 Alto Saltos \$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 Alto Saltos \$17.30 \$17.80 01/01/2024 Petaluma \$17.06 \$17.45 01/01/2024 Redwood City \$17.00 \$17.70 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 Mateo (City) \$16.75 \$17.35 01/01/2024 San Mateo (County - Unincorporated) \$16.50 \$17.06 01/01/2024	Cupertino	\$17.20	\$17.75	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 Halyward	Daly City	\$16.07	\$16.62	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 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 25 or Less EES \$15.53 \$16.00 01/01/2024 Above Tollo Transport State St	East Palo Also	\$16.50	\$17.10	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 Redwood City \$17.00 \$17.70 01/01/2024 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	El Cerrito	\$17.35	\$17.92	01/01/2024	
Hayward 26 or More EES \$16.34 \$16.90 01/01/2024	Foster City	\$16.50	\$17.00	01/01/2024	
26 or More EES \$16.34 \$16.90 01/01/2024	Half Moon Bay	\$16.45	\$17.01	01/01/2024	
Los Altos \$15.50 \$16.00 01/01/2024	Hayward				
Los Altos \$17.20 \$17.75 01/01/2024	26 or More EEs	\$16.34	\$16.90	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	25 or Less EEs	\$15.50	\$16.00	01/01/2024	
Mountain View \$18.15 \$18.75 01/01/2024 Novato \$16.86 01/01/2024 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 Mateo (City) \$16.75 \$17.35 01/01/2024 San Mateo (County – Unincorporated) \$16.50 \$17.06 01/01/2024	Los Altos	\$17.20	\$17.75	01/01/2024	
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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 San Mateo (County - Unincorporated) \$16.50 \$17.00 \$17.00 \$17.00 \$17.00 \$17.00 \$17.00 \$17.00 \$17.00 \$17.00 \$17.00 \$17.00 \$17.00	Mountain View	\$18.15	\$18.75	01/01/2024	
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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 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	26 – 99 EEs	\$16.07	\$16.60	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 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	25 or Less EEs	\$15.53	\$16.04	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	Oakland	\$15.97	\$16.50	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	Palo Alto	\$17.30	\$17.80	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	Petaluma	\$17.06			
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		\$17.00	\$17.70	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	Richmond	\$16.17	TBD		
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	San Carlos	\$16.32	\$16.87	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	San Diego				
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San Mateo (County – Unincorporated) \$16.50 \$17.06 01/01/2024				+	
	San Mateo (County –			01/01/2024	
Junta Clara 717.20 717.73 01/01/2024	· · · · · · · · · · · · · · · · · · ·	\$17.20	\$17.75	01/01/2024	
Santa Rosa \$17.06 \$17.45 01/01/2024				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		1	
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
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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	