

Minimum Wage by State and Municipality

Location	Specific Considerations	Rate Per Hour	Proposed/Upcoming Index	Resources
Alabama		\$7.25	Federal Minimum Wage-No state	www.dol.gov
Arizona		\$14.70	Jan - Annual Indexing	https://www.azica.gov
Arizona (Flagstaff (City of))		\$17.85	Jan - Annual Indexing	https://www.flagstaff.az.gov
California		\$16.50	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)		\$17.46	July - Annual Indexing	https://www.alamedaca.gov
California - Hayward	small (25 or less ee's)	\$16.50	Jan-Annual Indexing	https://www.hayward-ca.gov
California - Hayward	large (26 or more ee's)	\$17.36	Jan-Annual Indexing	https://www.hayward-ca.gov
California - Oakland		\$16.89	Jan-Annual Indexing	https://www.oaklandca.gov
California - San Carlos		\$17.32	Jan-Annual Indexing	https://www.cityofsancarlos.org
California - San Mateo County (unincorp)		\$17.46	Jan-Annual Indexing	https://www.smccgov.org
California - South San Francisco		\$17.70	Jan-Annual Indexing	https://www.ssf.net
California - West Hollywood		\$19.65 / \$20.22	Non - Hotel employees-Jan-Annual Indexing/Hotel employees-July 1st	https://www.weho.org
California -Belmont (City of)		\$18.30	Jan - Regional CPI Increase up to 3.5%	https://www.belmont.gov
California -Berkeley		\$19.18	July - Annual Indexing	https://www.cityofberkeley.info
California -Burlingame		\$17.43	Jan - Index	https://burlingame.org
California -Cupertino (City of)		\$18.20	Jan-Annual Indexing	https://www.cupertino.org
California -Daly City (City of)		\$17.07	Jan- Annually based on the regional CPI	https://www.dalycity.org
California -East Palo Alto		\$17.45	Jan - Index	https://www.ci.east-palo-alto.ca.us
California -El Cerrito		\$18.34	Jan - Based on CPI	https://www.el-cerrito.org
California -Emeryville		\$19.90	July-Annual CPI Index	https://www.ci.emeryville.ca.us
California -Foster City		\$17.39	Jan - Index	https://www.fostercity.org
California -Fremont		\$17.75	July-Annual CPI Index	https://www.fremont.gov
California -Los Altos		\$18.20	Jan-Annual Indexing	https://www.losaltosca.gov
California -Los Angeles (City of)		\$17.87	July - Indexing	https://wagesla.lacity.org/
California -Los Angeles (County)		\$17.81	July - Indexing	https://dcba.lacounty.gov
California -Malibu (City of)		\$17.27	July - Indexing	https://www.malibucity.org
California -Menlo Park		\$17.10	Jan - Index	https://menlopark.gov/Government
California -Milipitas (City of)		\$18.20	July - Indexing	https://www.ci.milpitas.ca.gov
California -Novato	1-25 Employees	\$16.50	Jan-Based on CPI	https://www.novato.org
California -Novato	26-99 Employees	\$17.00	Jan-Based on CPI	https://www.novato.org
California -Novato	100 or more employees	\$17.27	Jan-Based on CPI	https://www.novato.org
California -Palo Alto (City of)		\$18.20	Jan-Annual Indexing	https://www.cityofpaloalto.org
California -Pasadena (City of)		\$18.04	July-CPI Increase	https://www.cityofpasadena.ne
California -Petaluma		\$17.97	Jan-Annual Indexing	https://cityofpetaluma.org
California -Redwood City		\$18.20	Jan-Annual Indexing	https://www.redwoodcity.org
California -Richmond		\$17.77	Jan-Annual Indexing	https://www.ci.richmond.ca.us
California -San Diego (City of)		\$17.25	Jan-Annual Indexing	https://www.sandiego.gov
California -San Francisco		\$19.18	July-CPI Increase	https://sf.gov
California -San Jose		\$17.95	Jan-Annual Indexing	https://www.sanjoseca.gov
California -San Mateo		\$17.95	Jan-Annual Indexing	https://www.cityofsanmateo.org
California -Santa Clara		\$18.20	Jan-Based on CPI	https://www.santaclaraca.gov
California -Santa Monica		\$17.81	July-Annual CPI Index	https://www.santamonica.gov
California -Santa Rosa		\$17.87	Jan-Annual Indexing	https://www.santarosametochamber.com
California -Sonoma (City of)	small (25 or less ee's)	\$16.96	Jan-Annual Indexing	https://www.sonomacity.org
California -Sonoma (City of)	large (26 or more ee's)	\$18.02	Jan-Annual Indexing	https://www.sonomacity.org
California -Sunnyvale		\$19.00	Jan-CPI Index	https://sunnyvale.ca.gov
California-Half Moon Bay		\$17.47	Jan-Annual Indexing	https://www.half-moon-bay.ca.us
California-Mountain View (City)		\$19.20	Jan - Based on regional CPI	https://www.mountainview.gov
Colorado		\$14.81	Jan- Annual Index	https://cdle.colorado.gov
Colorado-Boulder (City of)		\$15.57	Jan-Annual Indexing	https://cdle.colorado.gov
Colorado-Boulder County (unincorp)		\$16.57	Jan-Annual Indexing	https://cdle.colorado.gov
Colorado-Denver (City /County)		\$18.81	Jan-Annual Indexing	https://denvergov.org
Colorado-Edgewater (City of)		\$16.52	Jan-Annual Indexing	https://cdle.colorado.gov
District of Columbia		\$17.95	July-Annual Index	https://does.dc.gov
Florida		\$14.00	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		\$15.00	Jan-Annual indexing	https://www2.illinois.gov
Illinois- (Cook County-exception Village of Barrington)		\$15.00	July - Annual indexing	https://www.cookcountvil.gov
Illinois-Chicago	(Employers with 4 or more ee's)	\$16.60	July - Annual indexing	https://www.chicago.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.dlr.state.md.us

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Maryland - Howard County	15 or more employees	\$16.00	Jan-Annual Indexing	https://www.dlfr.state.md.us
Maryland - Montgomery County	small (10 or less ee's)	\$15.50	July - Annual indexing	https://www2.montgomerycountymd.gov
Maryland - Montgomery County	mid-sized (11-50 ee's)	\$16.00	July - Annual indexing	https://www2.montgomerycountymd.gov
Maryland - Montgomery County	large (51 ee's and up)	\$17.65	July - Annual indexing	https://www2.montgomerycountymd.gov
Mississippi		\$7.25	Federal Minimum Wage-No state	www.dol.gov
Nevada		\$12.00	July - Annual indexing	https://business.nv.gov
New Jersey		\$15.49	Jan-Statutory schedule	https://www.nj.gov
New Mexico		\$12.00	Jan - Annual Ordinance	https://www.dws.state.nm.us
New Mexico - Las Cruces		\$12.65		https://lascruces.gov/
New Mexico - Santa Fe (City of)		\$15.00	Effective 1/1/25	https://www.dws.state.nm.us
New Mexico - Santa Fe (County)		\$15.00	Effective 1/1/25	https://www.dws.state.nm.us
New York		\$15.50	Jan-Indexed schedule determined by Div of Budget	https://www.ny.gov
New York - (Fast Food Employees in NY City, Long Island, and Westchester County)		\$16.50	Effective: New York City, Long Island, Westchester County	https://www.ny.gov
New York - (NY City, Nassau, Suffolk, and Westchester Counties)		\$16.50	Jan-Indexed schedule determined by Div of Budget	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		\$12.41	Jan-Scheduled increases	www.doli.virginia.gov