

Jurisdiction ¹		Minimum Wage
Alaska	Statewide	\$10.85 (effective as of January 1, 2023) \$11.73 (effective January 1, 2024)
Arizona	Statewide	\$13.85 (effective as of January 1, 2023) \$14.35 (effective January 1, 2024)
	Flagstaff, AZ	\$16.80 (effective as of January 1, 2023) \$17.40 (effective January 1, 2024)
	Tucson, AZ	\$13.85 (effective as of January 1, 2023) \$14.35 (effective January 1, 2024)
California	Statewide	\$15.50 (effective as of January 1, 2023) \$16.00 (effective January 1, 2024)
	Oakland, CA	\$15.97 (effective as of January 1, 2023) \$16.50 (effective January 1, 2024)
	San Diego, CA	\$16.30 (effective as of January 1, 2023) \$16.85 (effective January 1, 2024)
	San Jose, CA	\$17.00 (effective as of January 1, 2023) \$17.55 (effective January 1, 2024)
Colorado	Statewide	\$13.65 (effective as of January 1, 2023) \$14.42 (effective January 1, 2024)
	Boulder County – unincorporated areas	\$15.69 (effective January 1, 2024) *New local minimum wage ordinance passed Nov. 2023.
	Denver, CO	\$17.29 (effective as of January 1, 2023) \$18.29 (effective January 1, 2024)
Delaware	Statewide	\$11.75 (effective as of January 1, 2023) \$13.25 (effective January 1, 2024)
Florida	Statewide	\$12.00 (effective as of September 30, 2023) \$13.00 (effective September 30, 2024)
Hawaii	Statewide	\$12.00 (effective as of October 1, 2022) \$14.00 (effective January 1, 2024)
Illinois	Statewide	\$13.00 (effective as of January 1, 2023) \$14.00 (effective January 1, 2024)
	Cook County, IL	\$13.70 (effective as of July 1, 2023) \$14.00 (effective January 1, 2024)
Maine	Statewide	\$13.80 (effective as of January 1, 2023) \$14.15 (effective January 1, 2024)
	Portland, ME	\$14.00 (effective as of January 1, 2023) \$15.00 (effective January 1, 2024)
Maryland	Statewide, 15 or more employees	\$13.25 (effective as of January 1, 2023) \$15.00 (effective January 1, 2024)
	Statewide, 14 or fewer employees	\$12.80 (effective as of January 1, 2023) \$15.00 (effective January 1, 2024)
	Montgomery County, MD, 51 or more employees	\$16.70 (effective as of July 1, 2023)
	Montgomery County, MD, 11-50 employees	\$15.00 (effective as of July 1, 2023)
	Montgomery County, MD, 10 or fewer employees	\$14.50 (effective as of July 1, 2023) \$15.00 (effective January 1, 2024)
Michigan	Statewide	\$10.10 (effective as of January 1, 2023) \$10.33 (effective January 1, 2024)

¹ Please note this list is not exhaustive of all localities nationwide that may have a minimum wage different from the applicable state or federal rate.

Minnesota	Statewide, Gross Revenue of \$500,000 or more		\$10.59 (effective as of January 1, 2023) \$10.85 (effective January 1, 2024)
	Statewide, Gross Revenue of less than \$500,000		\$8.63 (effective as of January 1, 2023) \$8.85 (effective January 1, 2024)
	Minneapolis	>100 employees	\$15.19 (effective as of January 1, 2023) \$15.57 (effective January 1, 2024)
		<100 employees	\$14.50 (effective as of July 1, 2023) \$15.57 (effective July 1, 2024)
	St. Paul, MN	≥10,001 employees	\$15.19 (effective as of January 1, 2023) \$15.57 (effective January 1, 2024)
		101 to 10,000 employees	\$15.00 (effective as of July 1, 2023) \$15.57 (effective July 1, 2024)
		6 to 100 employees	\$13.00 (effective as of July 1, 2023) \$14.00 (effective July 1, 2024)
≤ 5 employees		\$11.50 (effective as of July 1, 2023) \$12.25 (effective July 1, 2024)	
Missouri	Statewide	\$12.00 (effective as of January 1, 2023) \$12.30 (effective January 1, 2024)	
Montana	Statewide	\$9.95 (effective as of January 1, 2023) \$10.30 (effective January 1, 2024)	
Nebraska	Nebraska	\$10.50 (effective as of January 1, 2023) \$12.00 (effective January 1, 2024)	
Nevada	Employers offering qualified health insurance benefits	\$10.25 (effective as of July 1, 2023) \$12.00 (effective July 1, 2024)	
	Employers that do not offer qualified health insurance benefits	\$11.25 (effective as of July 1, 2023) \$12.00 (effective July 1, 2024)	
New Jersey	6 or more employees	\$14.13 (effective as of January 1, 2023) \$15.13 (effective January 1, 2024)	
	5 or fewer employees and seasonal employers	\$12.93 (effective as of January 1, 2023) \$13.73 (effective January 1, 2024)	
New York	NYC, NY	\$15.00 (currently effective) \$16.00 (effective January 1, 2024)	
	Remainder of Downstate—Nassau, Suffolk, and Westchester Counties	\$15.00 (currently effective) \$16.00 (effective January 1, 2024)	
	Remainder of State—Upstate/all areas outside NYC and Nassau, Suffolk, and Westchester Counties	\$14.20 (effective as of December 31, 2022) \$15.00 (effective January 1, 2024)	
Ohio	Statewide	\$10.10 (effective as of January 1, 2023) \$10.45 (effective January 1, 2024)	
	Annual Gross Receipts of \$372,000 or less	\$7.25 (currently effective) *Small employer threshold increasing to \$385,000 per year, effective January 1, 2024.	
Rhode Island	Statewide	\$13.00 (effective as of January 1, 2023) \$14.00 (effective January 1, 2024)	
South Dakota	Statewide	\$10.80 (effective as of January 1, 2023) \$11.20 (effective January 1, 2024)	
Vermont	Statewide	\$13.18 (effective as of January 1, 2023) \$13.67 (effective January 1, 2024)	

Washington	Statewide	\$15.74 (effective as of January 1, 2023) \$16.28 (effective January 1, 2024)
	Seattle, more than 500 employees worldwide	\$18.69 (effective as of January 1, 2023) \$19.97 (effective January 1, 2024)
	Seattle, WA, 500 or fewer employees worldwide ²	\$18.69 (effective as of January 1, 2023) \$19.97 (effective January 1, 2024)
	Seattle, WA, 500 or fewer employees worldwide ³	\$16.50 (effective as of January 1, 2023) \$17.25 (effective January 1, 2024)
	SeaTac, WA ⁴	\$19.06 (effective as of January 1, 2023) \$19.71 (effective January 1, 2024)

² And employees do not contribute at least \$2.19 per hour toward an individual employee’s medical benefits or in tips.

³ And employees pay at least \$2.19 per hour toward an individual employee’s medical benefits or in tips.

⁴ Applicable only to Hospitality and Transportation Industry employers within the city.