



MINIMUM WAGE UPDATES

State/City/Locality	New Minimum Wage (per hour)	Effective Date
ALASKA	\$13.00	July 1, 2025
ARIZONA	\$14.70	January 1, 2025
Flagstaff	\$17.85	January 1, 2025
Tucson	\$15.00	January 1, 2025
CALIFORNIA	\$16.50	January 1, 2025
Alameda	TBD (\$17.00 + CPI)	July 1, 2025
Belmont	\$18.30	January 1, 2025
Berkeley	TBD (\$18.67 + CPI)	July 1, 2025
Burlingame	\$17.43	January 1, 2025
Cupertino	\$18.20	January 1, 2025
Daly City	\$17.07	January 1, 2025
East Palo Alto	\$17.45	January 1, 2025
El Cerrito	\$18.34	January 1, 2025
Emeryville	TBD (\$19.36 + CPI)	July 1, 2025
Foster City	\$17.39	January 1, 2025
Fremont	TBD (\$17.30 + CPI)	July 1, 2025
Half Moon Bay	\$17.47	January 1, 2025
Hayward	\$17.36 – Large employers (26 or more employees) \$16.50 – Small employers (25 or fewer employees)	January 1, 2025
Los Altos	\$18.20	January 1, 2025
Los Angeles (City)	TBD (\$17.28 + CPI)	July 1, 2025
Los Angeles County (Unincorporated)	TBD (\$17.27 + CPI)	July 1, 2025
Malibu	TBD (\$17.27 + CPI)	July 1, 2025
Menlo Park	\$17.10	January 1, 2025
Milpitas	TBD (\$17.70 + CPI)	July 1, 2025



Mountain View	\$19.20	January 1, 2025
Novato	\$17.27 – (100 or more employees) \$17.00 – (26-99 employees) \$16.42 – (fewer than 26 employees)	January 1, 2025
Oakland	\$16.89	January 1, 2025
Palo Alto	\$18.20	January 1, 2025
Pasadena	TBD (\$17.50 + CPI)	July 1, 2025
Petaluma	\$17.97	January 1, 2025
Redwood City	\$18.20	January 1, 2025
Richmond	\$17.77	January 1, 2025
San Carlos	\$17.32	January 1, 2025
San Diego	\$17.25	January 1, 2025
San Francisco	TBD (\$18.67 + CPI)	July 1, 2025
San Jose	\$17.95	January 1, 2025
San Leandro	\$16.50	January 1, 2025
San Mateo	\$17.95	January 1, 2025
San Mateo County	\$17.46	January 1, 2025
Santa Clara	\$18.20	January 1, 2025
Santa Monica	TBD (\$17.27 + CPI)	July 1, 2025
Santa Rosa	\$17.87	January 1, 2025
Sonoma	\$18.02 – Large employers (26 or more employees) \$16.96 – Small employers (25 or fewer employees)	January 1, 2025
South San Francisco	\$17.70	January 1, 2025
Sunnyvale	\$19.00	January 1, 2025
West Hollywood	\$19.65	January 1, 2025



COLORADO	\$14.81	January 1, 2025
Boulder	\$15.57	January 1, 2025
Boulder County	\$16.57	January 1, 2025
Denver	\$18.81	January 1, 2025
Edgewater	\$16.52	January 1, 2025
CONNECTICUT	\$16.35	January 1, 2025
DELAWARE	\$15.00	January 1, 2025
DISTRICT OF COLUMBIA	TBD (\$17.50 + CPI)	July 1, 2025
FLORIDA	\$14.00	September 30, 2025
ILLINOIS	\$15.00	January 1, 2025
Chicago	TBD (\$16.20 + CPI)	July 1, 2025
Cook County	\$15.00	January 1, 2025
MAINE	\$14.65	January 1, 2025
Portland	\$15.50	January 1, 2025
MARYLAND		
Howard County	\$16.00	January 1, 2025
Montgomery County	TBD (\$17.15 + CPI) – Large employers (51 or more employees) TBD (\$15.50 + CPI) – Mid-size employers (11 to 50 employees) TBD (\$15.00 + CPI) – Small employers (10 or fewer employees)	July 1, 2025
MICHIGAN	\$10.56	January 1, 2025
MINNESOTA	\$11.13	January 1, 2025
Minneapolis	\$15.97 – Large employers (more than 100 employees) \$15.97 – Small employers (100 or fewer employees)	January 1, 2025
St. Paul	\$15.97 – Macro employers (10,001+ employees) \$15.97 – Large employers (101-10,000 employees)	January 1, 2025
	\$15.00 – Small employers (6-100 employees) \$13.25 – Micro employers (5 or fewer employees)	July 1, 2025
MISSOURI	\$13.75	January 1, 2025
Kansas City	\$13.75	January 1, 2025
St. Louis	\$13.75	January 1, 2025



MONTANA	\$10.55	January 1, 2025
NEBRASKA	\$13.50	January 1, 2025
NEVADA	TBD (\$12.00 + CPI)	July 1, 2025
NEW JERSEY	\$15.49 – Businesses with six or more employees \$14.53 – Businesses with fewer than six employees	January 1, 2025
NEW MEXICO		
Albuquerque	\$12.00	January 1, 2025
Las Cruces	\$12.65	January 1, 2025
Santa Fe City	TBD (\$14.60 + CPI)	March 1, 2025
Santa Fe County	TBD (\$14.60 + CPI)	March 1, 2025
NEW YORK	\$15.50	January 1, 2025
Long Island and Westchester County	\$16.50	January 1, 2025
New York City	\$16.50	January 1, 2025
OHIO	\$10.70	January 1, 2025
OREGON	TBD (\$14.70 + CPI)	July 1, 2025
Portland Metro Area	TBD (\$15.95 + CPI)	July 1, 2025
Non-Urban Counties	TBD (\$13.70 + CPI)	July 1, 2025
RHODE ISLAND	\$15.00	January 1, 2025
SOUTH DAKOTA	\$11.50	January 1, 2025
VERMONT	\$14.01	January 1, 2025
VIRGINIA	\$12.41	January 1, 2025
WASHINGTON	\$16.66	January 1, 2025
Seattle	\$20.76 – Large employers (501 or more employees) \$20.76 – Small employers (500 or fewer employees)	January 1, 2025
SeaTac	\$20.17	January 1, 2025
Tukwita	\$21.10 – Large employers \$20.10 – Mid-seize employers	January 1, 2025