

## 2024 ANNOUNCED MINIMUM WAGE CHANGES

<b>STATE</b>	<b>HOURLY MINIMUM WAGE RATE EFFECTIVE 1/1/24</b>		
Alabama	\$7.25	Nebraska	\$12.00
Alaska	\$11.73	Nevada	\$12.00
Arizona	\$14.35	New Hampshire	\$7.25
Arkansas	TBD	New Jersey	\$15.13
California	\$16.00		for employers w/ six
Colorado	\$14.42		or more employees
	(proposed)		\$13.73
Connecticut	\$15.69		seasonal employers
Delaware	\$13.25		& employers w/ less
District of Columbia	TBD		than six employees
Florida	\$13.00	New Mexico	\$12.00
Georgia	\$7.25	New York	\$16.00
Hawaii	\$14.00		NYC, Long Island & Westchester County
Idaho	\$7.25		\$15.00
Illinois	\$14.00		Remainder of state
Indiana	\$7.25		
Iowa	\$7.25	North Carolina	\$7.25
Kansas	\$7.25	Ohio	\$10.45
Kentucky	\$7.25	Oklahoma	\$7.25
Louisiana	\$7.25	Oregon	TBD
Maine	\$14.15	Pennsylvania	\$7.25
Maryland	\$15.00	Puerto Rico	\$9.50
Massachusetts	\$16.25	Rhode Island	\$14.00
Michigan	\$10.33	South Carolina	\$7.25
Minnesota	\$10.85	South Dakota	\$11.20
	for employers with at least	Tennessee	\$7.25
	\$500,000 gross sales	Texas	\$7.25
	\$8.85	Utah	\$7.25
	for employers with less than	Vermont	\$13.67
	500,000 gross sales	Virginia	TBD
Mississippi	\$7.25	Washington	\$16.28
Missouri	\$12.30	West Virginia	\$7.25
Montana	\$10.30	Wisconsin	\$7.25
		Wyoming	\$7.25

- **TBD Official Rate to be determined**

Check your state and local law for details.

## 2024 ANNOUNCED LOCAL MINIMUM WAGE INCREASES

Flagstaff, AZ	\$17.40		
Belmont, CA	\$17.35	San Diego, CA	\$16.85
Burlingame, CA	\$17.03	San Jose, CA	\$17.55
Cupertino, CA	\$17.75	San Mateo, CA	\$17.35
Daly City, CA	\$16.62	Santa Clara City, CA	\$17.75
East Palo Alto, CA	\$17.10	Santa Rosa, CA	\$17.45
El Cerrito, CA	\$17.92	Sonoma, CA (26 or more employees)	\$17.60
Foster City, CA	\$17.00		\$17.60
Half Moon Bay, CA	\$17.01	Sonoma, CA (25 or fewer employees)	\$16.56
Hayward, CA (26 or more employees)	\$16.90	South San Francisco, CA	\$17.25
		Sunnyvale, CA	\$18.55
Long Beach, CA	TBD	Boulder County, CO	\$15.69
Los Altos, CA	\$17.75	(unincorporated areas only)	
Menlo Park, CA	\$16.70	Denver, CO	\$18.29
Mountain View, CA	\$18.75	Edgewater, CO	\$15.02
Novato, CA (1-25 employees)	\$16.04	Portland, ME	\$15.00
		Rockland, ME	\$15.00
Novato, CA (26-99 employees)	\$16.60	Minneapolis, MN (100+ employees)	\$15.57
			\$15.57
Novato, CA (100 + employees)	\$16.86	St. Paul, MN (10,000 + employees)	\$15.57
			\$15.57
Oakland, CA	\$16.50	Las Cruces, NM	\$12.36
Palo Alto, CA	\$17.80	Tukwila, WA (15-500 employees)	\$18.29
Petaluma, CA	\$17.45		\$18.29
Redwood City, CA	\$17.70	Tukwila, WA (500 + employees)	\$20.29
Richmond, CA	TBD		\$19.71
San Carlos, CA	\$16.87	SeaTac, WA	\$19.71

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