

Jurisdiction	Minimum Wage ^{1,2}	Comments
Alabama	No provision.	
Alaska	\$13.00	Increasing to \$14 per hour on July 1, 2026; and \$15 per hour on July 1, 2027. Subsequently, adjusts annually based on regional CPI. The state must adjust minimum wage to be at least \$2.00 more per hour than federal minimum wage.
Arizona	\$15.15	Adjusts annually on January 1 based upon national CPI.
- <i>Flagstaff</i>	\$18.35	Adjusts annually on January 1 based upon CPI. Applies to employees working at least 25 hours per year in the city.
- <i>Tucson</i>	\$15.45	Adjusts annually on January 1 based upon CPI. Applies to employees that perform at least 5 hours a week in the city.
Arkansas	\$11.00	
California	\$16.90	Adjusts annually on January 1 based upon the lesser of 3.5 percent or the rate of change, as expressed by the CPI.
- <i>Alameda</i>	\$17.46	Adjusts annually on July 1 based on regional CPI.
- <i>Belmont</i>	\$18.95	Adjusts annually on January 1 based upon the lesser of 3.5 percent or the rate of change, as expressed by the regional CPI.
- <i>Berkeley</i>	\$19.18	Adjusts annually on July 1 based upon regional CPI.
- <i>Burlingame</i>	\$17.86	Adjusts annually on January 1 based upon regional CPI.
- <i>Cupertino</i>	\$18.70	Adjusts annually on January 1 based upon regional CPI.
- <i>Daly City</i>	\$17.50	Adjusts annually on January 1 based upon regional CPI.

¹ This chart does not include minimum wage rates that are specific to tipped employees, minors, hotel, casino and/or transportation workers, local government contractors or employees or any other category of specialized workers.

² Chart is current as of January 1, 2026; rates shown are those in effect as of that date.

Jurisdiction	Minimum Wage ^{1,2}	Comments
- <i>East Palo Alto</i>	\$17.90	Adjusts annually on January 1 based upon regional CPI.
- <i>El Cerrito</i>	\$18.82	Adjusts annually on January 1 based upon regional CPI.
- <i>Emeryville</i>	\$19.90	Adjusts annually on July 1 based upon regional CPI.
- <i>Foster City</i>	\$17.85	Adjusts annually on January 1 based upon regional CPI, not to exceed 3 percent.
- <i>Fremont</i>	\$17.75	Adjusts annually on July 1 based upon regional CPI.
- <i>Half Moon Bay</i>	\$17.91	Adjusts annually on January 1 based upon regional CPI.
- <i>Hayward</i>	\$17.79 (26+ employees)	For employers of 25 or fewer employees, state minimum wage of \$16.90. Adjusts annually on January 1 based upon regional CPI.
- <i>Los Altos</i>	\$18.70	Adjusts annually on January 1 based upon regional CPI.
- <i>Los Angeles (city and county)</i>	\$17.87 (city) \$17.81 (county)	Adjusts annually on July 1 based on the CPI for the LA metro area. NOTE: Non-profits may qualify for deferred schedule.
- <i>Malibu</i>	\$17.27	Annual adjustments are suspended for the 2025-2026 Fiscal Year in support of the businesses impacted by the Palisades Fire.
- <i>Menlo Park</i>	\$17.55	Adjusts annually on January 1 based upon regional CPI but capped at 3 percent.
- <i>Milpitas</i>	\$18.20	Adjusts annually on July 1 based upon regional CPI.
- <i>Mountain View</i>	\$19.70	Adjusts annually on January 1 based upon regional CPI.
- <i>Novato</i>	\$17.73 (100+ employees)	For employers of 26-99 employees, minimum wage of \$17.46. For employers of 25 or fewer employees, minimum wage of \$16.90. Adjusts annually on January 1 based upon regional CPI, capped at 3.5%.

2026 U.S. Minimum Wage Chart

Jurisdiction	Minimum Wage ^{1,2}	Comments
- <i>Oakland</i>	\$17.34	Adjusts annually on January 1 based upon regional CPI.
- <i>Palo Alto</i>	\$18.70	Adjusts annually on January 1 based upon regional CPI.
- <i>Pasadena</i>	\$18.04	Adjusts annually on July 1 based upon regional CPI.
- <i>Petaluma</i>	\$18.31	Adjusts annually on January 1 based upon regional CPI.
- <i>Redwood City</i>	\$18.65	Adjusts annually on January 1 based upon regional CPI.
- <i>Richmond</i>	\$19.18	Adjusts annually each January 1 based upon regional CPI.
- <i>San Carlos</i>	\$17.75	Adjusts annually on January 1 based upon regional CPI but capped at 3.5 percent.
- <i>San Diego</i>	\$17.75	Adjusts annually on January 1 for inflation.
- <i>San Francisco</i>	\$19.18	Adjusts annually on July 1 based upon regional CPI.
- <i>San Jose</i>	\$18.45	Adjusts annually on January 1 based upon regional CPI, but not to exceed 5 percent.
- <i>San Mateo</i>	\$18.60 (City) \$17.95 (County)	City rate adjusts annually on January 1 based upon regional CPI, not to exceed 3.5 percent. Different rates for nonprofits. County rate adjusts annually on January 1 based upon "a formula involving the consumer price index."
- <i>Santa Clara</i>	\$18.70	Adjusts annually on January 1 based upon regional CPI.
- <i>Santa Monica</i>	\$17.81	Adjusts annually on July 1 based on regional CPI.
- <i>Santa Rosa</i>	\$18.21	Adjusts annually on January 1 based upon regional CPI.
- <i>Sonoma</i>	\$18.47 (26+ employees)	For employers of 25 or less employees, minimum wage of \$17.38. Adjusts annually on January 1 based upon CPI or 3.5 percent.
- <i>South San Francisco</i>	\$18.15	Adjusts annually on January 1 based upon regional CPI.

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- <i>Sunnyvale</i>	\$19.50	Adjusts annually on January 1 based upon regional CPI.
- <i>West Hollywood</i>	\$20.25	Adjusts annually on January 1 based upon regional CPI.
Colorado	\$15.16 ³	Adjusts annually on January 1 based upon regional CPI.
- <i>Boulder (City)</i>	\$16.82	Increasing to \$18.17 on January 1, 2027. Beginning January 1, 2028, rate will adjust annually based upon the regional CPI.
- <i>Boulder (County)</i>	\$16.82	Beginning January 1, 2027, rate will adjust annually based on regional CPI.
- <i>Denver</i>	\$19.29	Adjusts annually on January 1 based upon regional CPI.
- <i>Edgewater</i>	\$18.17	Increasing to \$19.99 on January 1, 2027; and \$21.99 on January 1, 2028. Effective January 1, 2029, rate will adjust annually based upon the regional CPI, or the Denver Minimum Wage rate, whichever wage is greater.
Connecticut	\$16.94	Adjusts annually on January 1 based upon federal Employment Cost Index.
Delaware	\$15.00	
District of Columbia	\$17.95	Adjusts annually on July 1 based upon regional CPI. If rate is set below federal rate, rate is adjusted to equal the federal rate plus \$1.00.
Florida	\$14.00	Increasing to \$15.00 on September 30, 2026. Annual indexing beginning September 30, 2027, based upon "the consumer price index for urban wage earners and clerical workers, CPI-W, or a successor index as calculated by the United States Department of Labor."
Georgia	\$5.15	Excludes from coverage any employment subject to FLSA when federal minimum wage is greater than the state rate.
Guam	\$9.25	

³ Rate applies only to retail and service, commercial support service, food and beverage, and health and medical industries.

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Hawaii	\$16.00	Increasing to \$18.00 on January 1, 2028. Excludes from coverage any employment subject to FLSA when federal minimum wage is greater than the state rate.
Idaho	\$7.25	Tracks federal minimum wage.
Illinois	\$15.00	
- <i>Chicago</i>	\$16.60 (4+ employees)	Applies to all employees who perform at least two hours of work within the city within a two-week period. <i>Must provide notice of current minimum wage with first paycheck including the minimum wage.</i> Adjusts annually on July 1 based upon "CPI" or 2.5 percent, whichever is lower.
- <i>Cook County</i>	\$15.00	Adjusts annually on July 1 based upon CPI, capped at 2.5 percent. Applies to all employees who perform at least two hours of work within the county within a two-week period. If the Cook County unemployment rate exceeds 8.5 percent, the minimum wage is set to the greatest of the Federal, Illinois State or Cook County's minimum wage.
Indiana	\$7.25	
Iowa	\$7.25	Adopts the federal minimum wage rate by reference if the federal rate is greater than the state rate.
Kansas	\$7.25	Excludes from coverage any employment subject to FLSA when state rate is higher than federal rate.
Kentucky	\$7.25	Adopts the federal minimum wage rate by reference if the federal rate is greater than the state rate.
Louisiana	No provision.	
Maine	\$15.10	Adjusts annually on January 1 based upon regional CPI.
- <i>Portland</i>	\$16.75	Increasing to \$17.75 on January 1, 2027; and \$19.00 on January 1, 2028. Adjusts annually on January 1 thereafter based upon regional CPI.
- <i>Rockland</i>	\$16.00	Adjusts annually on January 1 based upon regional CPI.

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Maryland	\$15.00	
- <i>Howard County</i>	\$16.00 (15+ employees)	For employers with less than 15 employees, \$15.50, increasing to \$16.00 on July 1, 2026. Beginning January 2027, rate adjusts by CPI.
- <i>Montgomery County</i>	\$17.65 (51+ employees)	For employers with 51 or more employees, adjusts annually on July 1 based upon regional CPI. For employers with 11 to 50 employees, \$16.00 and adjusting annually on July 1 based upon CPI + up to 1%, until equal to large employers. For employers with 10 or fewer employees, \$15.50, and thereafter adjusting annually on July 1 based upon regional CPI + up to 1%, until equal to other employers.
Massachusetts	\$15.00	Shall never be less than \$.50 higher than federal minimum wage.
Michigan	\$13.73	Increasing to \$15.00 on January 1, 2027. Adjusts annually thereafter on January 1 based upon the regional CPI.
Minnesota	\$11.41	Adjusts annually on January 1 based upon a cost-of-living formula.
- <i>Minneapolis</i>	\$16.37	Adjusts annually on January 1 to account for inflation with a cap of 2.5 percent.
- <i>Saint Paul</i>	\$16.37 (101+ employees)	For small businesses (6-100), \$15.00.. Effective July 1, 2026, the minimum wage rate for macro businesses (101+ employees) applies to small businesses. For micro businesses (5 or fewer), \$13.25; increasing to \$14.25 on July 1, 2026; and increasing to \$15.00 on July 1, 2027. Effective July 1, 2028, the minimum wage rate for macro businesses (101+ employees) applies to micro businesses.
Mississippi	No provision.	
Missouri	\$15.00	Beginning January 1, 2027, adjusts annually based upon CPI.

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Montana	\$10.85	Adjusts annually on January 1 based upon CPI. Rate is \$4.00 for businesses with gross annual sales of \$110,000 or less.
Nebraska	\$15.00	Beginning January 1, 2027, adjusts based upon regional CPI.
Nevada	\$12.00	Effective July 1, 2024, there is a uniform minimum wage of \$12.00 per hour for all employees, abolishing the prior two-tiered system.
New Hampshire	\$7.25	Adopts the federal minimum wage rate by reference if the federal rate is greater than the state rate.
New Jersey	\$15.92	For small businesses (5 or fewer employees) and seasonal employers, \$15.23. Adjusts annually on January 1 based upon CPI.
New Mexico	\$12.00	Applies to covered non-exempt employees.
- <i>Las Cruces</i>	\$13.01	Adjusts annually based upon CPI-related City ordinance.
- <i>Santa Fe</i>	\$15.00	Adjusts annually on March 1 based upon regional CPI.
- <i>Santa Fe County</i>	\$15.00	Adjusts annually on March 1 based upon regional CPI.
New York	\$17.00 (employees in NYC and Nassau, Suffolk, Westchester County) \$16.00 (outside of NYC, Nassau, Suffolk and Westchester counties)	Beginning in 2027, the minimum wage will annually increase by the three-year moving average of the regional CPI.
North Carolina	\$7.25	
North Dakota	\$7.25	

2026 U.S. Minimum Wage Chart

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Northern Mariana Islands	\$7.25	
Ohio	\$11.00	Adjusts annually on January 1 based upon CPI; \$7.25 for employers grossing \$405,000 or less.
Oklahoma	\$7.25	Adopts the federal minimum wage rate. Employers with gross annual sales of less than \$100,000 and fewer than 10 employees, rate of \$2.00. Excludes from coverage any employment subject to FLSA.
Oregon	\$15.05*	<p>*Standard minimum wage rate (see below for other rates).</p> <p>Adjusts annually on July 1 based upon CPI.</p> <p>The minimum wage for employers in certain non-urban counties is \$1.00 less than the standard minimum wage, \$14.05.</p> <p>For employees that do not work at a fixed site, the employer can either track and pay the applicable hours and rate of each region where the employee works or choose to pay the highest rate applicable for all hours worked. For details on each region see here: http://www.oregon.gov/boli/WHD/OMW/Pages/Minimum-Wage-Rate-Summary.aspx.</p>
- Portland	\$16.30	Increases to \$1.25 over the standard minimum wage annually on July 1.
Pennsylvania	\$7.25	Increases with federal minimum wage.
Puerto Rico	\$10.50	
Rhode Island	\$16.00	Increasing to \$17.00 on January 1, 2027.
South Carolina	No provision.	
South Dakota	\$11.85	Adjusts annually on January 1 based upon CPI.
Tennessee	No provision.	
Texas	\$7.25	Excludes from coverage any employment subject to FLSA. Adopts the federal minimum wage rate.
Utah	\$7.25	Excludes from coverage any employment subject to FLSA. Adopts the federal minimum wage rate.
Vermont	\$14.42	Adjusts annually on January 1 based upon CPI or 5 percent, whichever is smaller.

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Virgin Islands	\$10.50	
Virginia	\$12.77	Adjusts annually on January 1 based upon CPI.
Washington	\$17.13	Adjusts annually on January 1 based upon CPI.
- <i>Bellingham</i>	\$19.13	Beginning in 2026, the city minimum wage will adjust annually on January 1 to \$2.00 above the applicable Washington State minimum wage set under Chapter 49.46 RCW.
- <i>Burien</i>	\$21.63 (500+ Employees - projected) \$20.63 (21-499 employees - projected)	Employers with 20 or fewer full-time equivalents (FTEs) are exempt from the ordinance. Each time that the Washington State hourly minimum wage increases for inflation, the Burien hourly minimum wage shall adjust to remain \$4.50 over the state minimum wage for large employers, and \$3.50 over the state minimum wage for medium employers, unless or until the Washington State minimum wage exceeds the hourly livable wage for a single adult with one child. *The City of Burien's website lists the increase as \$4.00 and \$3.00 over the state minimum wage, for large and medium size employers respectively, in the City Ordinance; but the majority of additional guidance provided by the city lists the increases at \$4.50 and \$3.50. The city has yet to publish specific minimum wage rates.
- <i>Everett</i>	\$20.77 (500+ employees) \$18.77 (15-499 employees)	For employers with 15-499 employees (or if the employer has an annual gross revenue of over \$2 million) increasing to \$19.77 on July 1, 2026. Adjusts annually on January 1 based upon regional CPI.
- <i>King County</i>	\$20.82 (501+ employees)	For employers with 15 or fewer employees and an annual gross revenue of less than \$2 million, the minimum wage is \$18.32. For employers with 15 or fewer employees and an annual gross revenue of \$2 million+, the minimum wage is \$19.82. For employers with 16-499 employees and a gross revenue of any amount, the minimum wage is \$19.82.

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- <i>Renton</i>	\$21.57 (501+ employees and certain franchises) \$20.57 (15-500 employees)	The minimum wage rate for Mid-Size Employers will increase to \$21.57 on July 1, 2026. Adjusts annually on January 1 based upon regional CPI. Employers that do not fall within the Large or Mid-Size Employer described above are not covered by the new minimum wage rates but must continue to meet the State of Washington minimum wage requirements.
- <i>SeaTac</i>	\$20.74	Adjusts annually on January 1 based upon CPI. Applies only to employees in the hospitality and transportation industry, see SeaTac Municipal Code Section 7.45.
- <i>Seattle</i>	\$21.30	Adjusts annually on January 1 based upon regional CPI.
- <i>Tukwila</i>	\$21.65	Adjusts annually on January 1 based upon regional CPI. Does not apply to employers with fewer than 15 employees worldwide and \$2 million or less in gross revenue and are not associated with a franchisor or network of franchisees that employ more than 500 employees in aggregate. The state minimum wage applies to these employers.
West Virginia	\$8.75	Employers with less than 6 employees are only required to pay the federal minimum wage.
Wisconsin	\$7.25	
Wyoming	\$7.25	Employees not subject to the FLSA can be paid \$5.15 an hour.