

Local Minimum Wage

Highlighted are the local minimum wage changes as of 1/1/25 unless otherwise notated.

Updated as of November 7, 2024

State/Cities	Hourly Minimum Wage 2024	Hourly Minimum Wage 2025
Arizona		
Flagstaff	\$17.40	\$17.85 - eff 7/1/25
Tuson	\$14.25	\$15.00 - eff 7/1/25
California		
Alameda	\$17.00	No Change as of yet
Belmont	\$17.35	\$18.30
Berkeley	\$18.67	No Change as of yet
Burlingame	\$16.98	\$17.43
Cupertino	\$17.75	\$18.20
Daly City	\$16.62	\$17.07
East Palo Alto	\$17.10	\$17.45
El Cerrito	\$17.92	\$18.34
Emeryville	\$19.36	No Change as of yet
Fremont	\$17.30	No Change as of yet
Foster City	\$17.00	\$17.40
Half Moon Bay	\$17.01	\$17.47
Hayward	\$16.90	\$17.36
Los Altos	\$17.75	\$18.20
Los Angeles (City)	\$17.28	No Change as of yet
Los Angeles County	\$17.27	No Change as of yet
Malibu	\$17.27	No Change as of yet
Menlo Park	\$16.70	No Change as of yet
Milpitas	\$17.70	No Change as of yet
Mountain View	\$18.75	\$19.20
Novato	>25 EE - \$16.04 26 - 99 EE - \$16.60 <100 EE - \$16.86	>25 EE - \$16.42 26 - 99 EE - \$17.00 <100 EE - \$17.27
Oakland	\$16.50	No Change as of yet
Palo Alto	\$17.80	\$18.20
Pasadena	\$17.50	No Change as of yet
Petaluma	\$17.45	\$17.97
Redwood City	\$17.70	\$18.20
Richmond	\$17.20	No Change as of yet
San Carlos	\$16.87	\$17.32
San Diego	\$16.85	\$17.25
San Francisco	\$18.67	No Change as of yet
South San Francisco	\$17.25	\$17.70
San Jose	\$17.55	\$17.95
San Leandro	\$16.00	No Change as of yet

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San Mateo (City)	\$17.55	\$17.95
San Mateo (County)	\$17.06	\$17.46
Santa Clara (City)	\$17.75	\$18.20
Santa Monica	\$17.36	No Change as of yet
Santa Rosa	\$17.45	No Change as of yet
Sonoma (City)	>25 EE - \$16.56 <26 EE - \$17.60	No Change as of yet
South San Francisco	\$17.25	\$17.70
Sunnyvale	\$18.55	\$19.00
Colorado		
Boulder County	\$15.69	No Change as of yet
Denver	\$18.29	\$18.81
District of Columbia		
District of Columbia	\$17.50	No Change as of yet
Illinois		
Chicago	4-20 EE - \$16.20 <21 EE - \$16.20	No Change as of yet
Cook County	\$14.05	No Change as of yet
Maine		
Portland	\$15.00	No Change as of yet
Maryland		
Montgomery County	>10 EE - \$15.00 11-50 EE - \$15.50 <51 EE - \$17.15	Adjusted annually for Inflation eff 7/1/25
Prince George's County	> 14 EE - \$13.40 < 15 EE - \$14.00	No Change as of yet
Minnesota		
Minneapolis	>100 EE - \$15.57 <101 EE - \$15.57	>100 EE - \$15.97 <101 EE - \$15.97
St. Paul	>5 EE - \$12.25 6-101 EE - \$14.00 101-9999 EE - \$15.57 <10000 EE - \$15.57 <10001 EE - \$15.57	>5 EE - \$13.25 - eff 7/1/25 6-101 EE - \$15.00 - eff 7/1/25 101-9999 EE - \$15.97 <10000 EE - \$15.97 <10001 EE - \$15.97
New Mexico		
Albuquerque	With HC or CC - \$12.00 Without HC or CC - \$12.00	No Change as of yet
Bernalillo County	\$12.00	No Change as of yet
Las Cruces	\$12.36	\$12.36
Santa FE (City)	\$14.60	No Change as of yet
Santa Fe (County)	\$14.60	No Change as of yet

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New York		
Nassau County	\$16.00	\$16.50
New York City	\$16.00	\$16.50
Suffolk County	\$16.00	\$16.50
Westchester County	\$16.00	\$16.50
Washington		
Bellingham	\$17.28	\$17.66 > \$18.66 - eff 5/1/25
Renton	>15 EE - \$18.29 <501 EE - \$20.29	No Change as of yet
SeaTac	\$19.71	\$20.71
Seattle	>500 EE - \$17.25 w/HC >500 EE - \$19.97 w/o HC <501 EE - \$19.97 <250 EE web app - +0.38/minute	>500 EE - \$20.76 w/HC >500 EE - \$20.76 w/o HC <501 EE - \$20.76 <250 EE web app - +0.38/minute
Tacoma	\$14.49	\$16.66
Tukwila *	>15 EE - \$18.29 <501 EE - \$20.29	>15 EE - \$20.10 <501 EE - \$20.10