

State Minimum Wage 2026

Minimum Wage highlighted are changing as of 1/1/26, unless otherwise notated.

Updated as of 12/11/2025

State	2025	2026
	Hourly Minimum Wage Rate	Future Hourly Minimum Wage Rate
Federal	\$7.25	Has not change as of yet
Alabama	No State-Mandated Minimum Wage	
Alaska	\$13.00 (Eff. 7/1/25)	\$14.00 (Eff. 7/1/26)
Arizona	\$14.70	\$15.15
Arkansas	\$11.00	None
California	\$16.50	\$16.90
Colorado	\$14.81	\$15.16
Connecticut	\$16.35	\$16.94
Delaware	\$15.00	None
District of Columbia	17.95 (Eff 7/1/25)	Chg will be effective 7/1/2026
Florida	\$14.00 (Eff. 9/30/25)	\$15.00 (Eff. 9/30/26)
Georgia	\$5.15	None
Hawaii	\$14.00	\$16.00
Idaho	\$7.25	None
Illinois	\$15.00	None
Indiana	\$7.25	None
Iowa	\$7.25	None
Kansas	\$7.25	None
Kentucky	\$7.25	None
Louisiana	No State-Mandated Minimum Wage	
Maine	\$14.65	\$15.10
Maryland	\$15.00	None
Massachusetts	\$15.00	None
Michigan	\$12.48	\$13.73
Minnesota	\$11.13 for all employers	\$11.41
Mississippi	No State-Mandated Minimum Wage	
Missouri	\$13.75	\$15.00
Montana	\$10.55	\$10.85
Nebraska	\$13.50	\$15.00
Nevada	\$12.00	None
New Hampshire	\$7.25	None
New Jersey	Most employers: \$15.49; Seasonal employers and small employers with no more than five employees: \$14.53; Agricultural employers: \$13.40; Long-term care facility direct care staff: \$18.49	Most employers: \$15.92; Seasonal employers and small employers with no more than five employees: \$15.53; Agricultural employers: \$14.20; Long-term care facility direct care staff: \$18.92
New Mexico	\$12.00	None
New York	New York City and Nassau, Suffolk, and Westchester counties: \$16.50; Rest of the state: \$15.50	New York City and Nassau, Suffolk, and Westchester counties: \$17.00; Rest of the state: \$16.00
North Carolina	\$7.25	None
North Dakota	\$7.25	None
Ohio	\$10.70	\$11.00
Oklahoma	\$7.25	None
Oregon	Portland Metro: \$16.30 (Eff 7/1/25); Standard:\$15.50 (Eff 7/1/25); Nonurban counties:\$14.05(Eff 7/1/25)	Chg will be effective 7/1/2026
Pennsylvania	\$7.25	None
Rhode Island	\$15.00	\$16.00
South Carolina	No State-Mandated Minimum Wage	
South Dakota	\$11.50	\$11.85
Tennessee	No State-Mandated Minimum Wage	
Texas	\$7.25	None
Utah	\$7.25	None
Vermont	\$14.01	\$14.42
Virginia	\$12.41	\$12.77
Washington	\$16.66	\$17.13
West Virginia	\$8.75	None
Wisconsin	\$7.25	None
Wyoming	\$5.15	None

Local Minimum

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State/Cities	Hourly Minimum Wage 2025	Hourly Minimum Wage 2026
Arizona		
Flagstaff	\$17.85 - eff 7/1/25	\$18.35
Tucson	\$15.00 - eff 7/1/25	\$15.45
California		
Alameda	\$17.46	Chg will be effective 7/1/2026
Belmont	\$18.30	\$18.95
Berkeley	\$19.18	Chg will be effective 7/1/2026
Burlingame	\$17.43	\$17.86
Cupertino	\$18.20	\$18.70
Daly City	\$17.07	\$17.50
East Palo Alto	\$17.45	\$17.90
El Cerrito	\$18.34	\$18.82
Emeryville	\$19.90	Chg will be effective 7/1/2026
Fremont	\$17.75	Chg will be effective 7/1/2026
Foster City	\$17.40	\$17.85
Half Moon Bay	\$17.47	\$17.91
Hayward	\$17.36	\$17.79
Los Altos	\$18.20	\$18.70
Los Angeles (City)	\$17.87	Chg will be effective 7/1/2026
Los Angeles County	\$17.81	Chg will be effective 7/1/2026
Malibu	\$17.27	Chg will be effective 7/1/2026
Menlo Park	\$17.10	\$17.55
Milpitas	\$18.20	Chg will be effective 7/1/2026
Mountain View	\$19.20	\$19.70
Novato	>25 EE - \$16.42 26 - 99 EE - \$17.00 <100 EE - \$17.27	>25 EE - \$16.90 26 - 99 EE - \$17.46 <100 EE - \$17.73
Oakland	\$16.89	\$17.34
Palo Alto	\$18.20	\$18.70
Pasadena	\$18.04	Chg will be effective 7/1/2026
Petaluma	\$17.97	\$18.31
Redwood City	\$18.20	\$18.65
Richmond	\$17.77	\$19.18
San Carlos	\$17.32	\$17.75
San Diego	\$17.25	\$17.75
San Francisco	\$19.18	Chg will be effective 7/1/2026
San Jose	\$17.95	\$18.45
San Leandro	\$16.50	\$16.90
San Mateo (City)	\$17.95	\$18.60
San Mateo (County)	\$17.46	\$17.95
Santa Clara (City)	\$18.20	\$18.70
Santa Monica	\$17.81	\$22.50
Santa Rosa	\$17.87	\$18.21
Sonoma (City)	>25 EE - \$16.96 <26 EE - \$18.02	>25 EE - \$17.38 <26 EE - \$18.47
South San Francisco	\$17.70	\$18.15
Sunnyvale	\$19.00	\$19.50
Colorado		
Boulder County	\$15.57	\$16.82
Denver	\$18.81	\$19.29
District of Columbia		
District of Columbia	\$17.95	Chg will be effective 7/1/2026
Illinois		
Chicago	\$16.60	TBA chg eff 7/1/26
Cook County	\$15.00	TBA chg eff 7/1/26

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Maine		
Portland	\$15.50	\$16.75
Maryland		
Montgomery County	sm 15.50 (eff 7/1/25);16.00 (eff 7/1/25) Non profit/midsize;17.65(eff. 7/1/25)	TBA chg eff 7/1/26
Prince George's County	\$15.00	\$15.00
Minnesota		
Minneapolis	>100 EE - \$15.97 <101 EE - \$15.97	>100 EE - \$16.37 <101 EE - \$16.37
St. Paul	>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	>5 EE - \$14.25 (Eff 7/1/26); \$15.00 (Eff 7/1/27) 6-101 EE - \$16.37 - eff 7/1/26 101-9999 EE - \$16.37 <10000 EE - \$16.37
New Mexico		
Albuquerque	Use State minimum as it is higher	Use State minimum as it is higher
Bernalillo County	Use State minimum as it is higher	Use State minimum as it is higher
Las Cruces	\$12.65	\$13.01
Santa FE (City)	\$15.00	\$17.50
Santa Fe (County)	\$15.00	Not changing
New York		
Nassau County	\$16.50	\$17.00
New York City	\$16.50	\$17.00
Suffolk County	\$16.50	\$17.00
Westchester County	\$16.50	\$17.00
Washington		
Bellingham	\$18.66	\$19.13
Burien	0 - 20 EE - Follow State Minimum Wage 21 - 499 EE - \$20.16 500+ EE - \$21.16	0 - 20 EE - Follow State Minimum Wage 21 - 499 EE - TBA 500+ EE - TBA
Everett	0 - 14 EE - Follow State Minimum Wage 15 - 499 EE - \$18.46 500+ EE - \$20.24	0 - 14 EE - Follow State Minimum Wage 15 - 499 EE - \$18.77; \$19.77 (Eff 7/1/26) 500+ EE - \$20.77
King County (unincorporated areas)	0 - 15 EE & ann. gross rev >\$2mil - \$17.29 0 - 15 EE & ann. gross rev <\$2mil - \$18.29 15 - 500 EE - \$18.29 500+ EE - \$20.29	0 - 15 EE & ann. gross rev. >\$2mil - \$18.32 0 - 15 EE & ann. gross rev. <\$2mil - \$19.82 15 - 500 EE - \$19.82 500+ EE - \$20.82
Renton	0-14 EE - Follow State Minimum Wage 15 - 500 EE - \$18.90; \$19.90 (Eff 7/1/25) <501 EE - \$20.90	0-14 EE - Follow State Minimum Wage 15 - 500 EE - \$20.57; \$21.57 (Eff 7/1/26) <501 EE - \$21.57
SeaTac	Hospitality & Transportation only - \$20.17	Hospitality & Transportation only - \$20.74
Seattle	\$20.76	\$21.30
Tacoma		TBA on Ballot for Feb. 2026
Tukwila *	0 - 14 EE - Follow State Minimum Wage 15 - 500 EE & ann. gross rev <\$2mil - \$21.10 <500 EE - \$21.10	\$21.65 there is no longer a distinction between large and mid-size employers