Client Alert

2024 Minimum Wage Mid-Year Updates

The states and municipalities highlighted in the following Guide will increase the minimum wage as of July 1 or in the second half of 2024.

STATEOR LOCALITY	MINIMUM WAGE RATE	MAXIMUM TIP CREDIT	MINIMUM TIPPED WAGE	NOTES & FUTURE SCHEDULED INCREASES
FEDERAL MINIMUM	*$7.25*	*$5.12*	*$2.13*	*Tipped employees must regularly earn more than* *$30 per month in tips.*
FEDERAL CONTRACTORS	*$17.200*	*N/A*	*$17.20*	*Applicable to federal contracts entered on or after Jan. 30, 2022, or the exercise of new options based on existing contracts. Rate increase effective January 1, 2024.*
Alabama	*$7.25**	*Federal law applies*	*Federal law applies*	
Alaska	*$11.73*	*Tip credit prohibited*	*Tip credit prohibited*	
Arizona	*$14.35*	*$3.00*	*$11.35*	
Flagstaff	*$17.40*	**	**	
Tucson	*$14.35*	**	**	
Arkansas	*$11.00*	*$8.37*	*$2.63*	*Under state law, tipped employees must regularly earn more than $20 per month in tips for the employer to use the minimum tipped wage and tip credit. Because the FLSA has a $30 threshold, most employers will need to pay tipped employees more than $30 per month in tips to use the minimum tipped wage and tip credit.*
California	*$16.00*	*Tip credit prohibited*	*Tip credit prohibited*	*Industry and occupational orders prescribe other wage rates for certain industries and occupations. There are new minimum wage schedules for healthcare employees*
Alameda	***$17.00***	**	**	
Belmont	*$17.35*	**	**	
Berkeley	***$18.67***	**	**	
Burlingame	*$17.03*	**	**	
Cupertino	*$17.75*	**	**	
Daly City	*$16.62*	**	**	

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East Palo Alto	*$17.00*	**	**	
El Cerrito	*$17.92*	**	**	
Emeryville	***$19.36***	**	**	
Foster City	*$17.00*	**	**	
Fremont	***$17.30***	**	**	
Half Moon Bay	*$17.01*	**	**	
Hayward	*$16.90 for 26 or more ees;* *$16.00 for 25 or fewer ees*	**	**	*Employee count includes persons employed outside the city.*
Los Angeles - Unincorporated County	*$17.27*	**	**	
Malibu	***$17.27***	**	**	
Menlo Park	*$16.70*	**	**	
Milpitas	***$17.70***	**	**	
Mountain View	*$18.75*	**	**	
Novato	*$16.86 for 100+ ees* *$16.60 for 26-99 ees* *$16.04 for 25 or less ees*	**	**	
Oakland	*$16.50* *$17.94 for Hotel Workers with benefits* *$23.91 for Hotel Workers without benefits*	**	**	
Palo Alto	*$17.80*	**	**	
Pasadena	***$17.50***	**	**	
Petaluma	*$17.45*	**	**	
Redwood City	*$17.70*	**	**	
Richmond	*$17.20*	**	**	
San Carlos	*$16.87*	**	**	

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San Diego	*$16.85*	**	**	
San Francisco (City and County)	***$18.67***	**	**	
San Jose	*$17.55*	**	**	
San Leandro	*$16.00*	**	**	
San Mateo (city)	*$17.35*	**	**	
San Mateo (county)	*$17.06*	**	**	
Santa Clara	*$17.75*	**	**	
Santa Monica	***$17.27*** ***$20.32 for Hotel Workers***	**	**	
Santa Rosa	*$17.45*	**	**	
Sonoma	*$17.60 for 26+ ees;* *$16.56 for 25 or fewer ees*	**	**	
S. San Francisco	*$17.25*	**	**	
Sunnyvale	*$18.55*	**	**	
West Hollywood	***$19.08*** ***$19.61 for Hotel Workers***	**	**	
Colorado	*$14.42*	*$3.02*	*$11.40*	*Tipped employees must regularly earn more than $30 per month in tips.*
Boulder County	*$15.69*	**	**	*New law in unincorporated areas of county only.*
Denver	*$18.29*	**	**	
Edgewater	*$15.02*	**	**	
Connecticut	*$15.69*	*$7.46 for Bartenders* *$9.31 for Hotel, Restaurant ees* *Other industries, the tip credit cannot exceed $0.35 per hour*	*$6.38 for hotels and restaurant;* *$8.23 for bartenders*	*For hotels and restaurants, full-time tipped employees must earn at least $10 weekly in tips;* *part-time employees must earn at least $2 daily in tips. Tip credit may not be used for pizza delivery drivers.*

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Delaware	$13.25	$11.02	$2.23	*For employers to use the minimum tipped wage and tip credit, tipped employees must regularly earn more than $30 per month in tips.*
D.C.	**$17.50**	$7.50	$10.00	
Florida	**$13.00**	$3.02	$8.98	*Increasing to $13.00 on 9/30/24* *For employers to use the minimum tipped wage and tip credit, tipped employees must regularly earn at least $30 per month in tips.*
Georgia	$7.25*	Federal law applies	Federal law applies	
Hawaii	$14.00	$1.25	$12.75	*For employers to use the minimum tipped wage and tip credit under state law, tipped employees must regularly receive more than $20 per month in tips; combined wage must be at least $7.00 more than the applicable minimum wage. Because the FLSA has a $30 threshold, most employers will need to pay tipped employees more than $30 per month in tips to use the minimum tipped wage and tip credit.*
Idaho	$7.25	$3.90	$3.35	*For employers to use the minimum tipped wage and tip credit, tipped employees must regularly earn more than $30 per month in tips.*
Illinois	$14.00	$5.60	$8.40	
Chicago	**$16.20**	**	**	*Increasing to $16.20 for all employers on 7/1/24*
Cook County	**$14.05**	**	**	
Indiana	$7.25	$5.12	$2.13	*For employers to use the minimum tipped wage and tip credit, tipped employees must regularly earn more than* *$30 per month in tips.*
Iowa	*$7.25*	*$2.90*	*$4.35*	*For employers to use the minimum tipped wage and tip credit, tipped employees must regularly earn more than* *$30 per month in tips.*
Kansas	*$7.25*	*Federal law applies*	*Federal law applies*	
Kentucky	*$7.25*	*Federal law applies*	*Federal law applies*	**For employers to use the minimum tipped wage and tip credit, tipped employees must regularly earn more than $30 per month in tips.**
Louisiana	*$7.25**	*Federal law applies*	*Federal law applies*	**For employers to use the minimum tipped wage and tip credit, tipped employees must regularly earn more than $30 per month in tips.**

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Maine	*$14.15*	*$7.08*	*$7.08*	*For employers to use the minimum tipped wage and tip credit, tipped employees must regularly receive more than$179 per month in tips.*
Portland	*$15.00 for hourly ees* *$7.50 for ees earning over 175/month in tips*	**	**	
Rockland	*$15.00*	**	**	
Maryland	*$15.00*	*$11.37*	*$3.63*	
Howard County	*$15.00 ("large" employers - businesses with 15 or more ees)* *$15.00 ("small" employers - businesses with 14 or fewer ees)*	**	**	
Montgomery County	***$17.15 for 51+ ees*** ***$15.50 for 11-50 ees*** ***$15.00 for 10 or less ees***	**	**	
Massachusetts	*$15.00*	*$8.25*	*$6.75*	*For employers to use the minimum tipped wage and tip credit under state law, tipped employees must receive at least $20 per month in tips. Because the FLSA has a $30 threshold, most employers will need to pay tipped employees more than $30 per month in tips to use the minimum tipped wage and tip credit.*
Michigan	*$10.33*	*$6.40*	*$3.93*	
Minnesota	*$10.85 large employers (annual gross revenue $500,000 or more);* *$8.85 small employers (annual gross revenue less than $500,000)*	*Tip credit prohibited*	*Tip credit prohibited*	

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Minneapolis	***$15.57***	**	**	*Increasing to $15.57 for all employers effective 7/1/24*
St. Paul	***$15.57 for Macro businesses (10,001+ ees)*** ***$15.57 for large businesses (101-10,000 ees)*** ***$14.00 for small businesses (6-100 ees)*** ***$12.25for Micro businesses (5 or fewer ees)***	**	**	
Mississippi	*$7.25**	*Federal law applies*	*Federal law applies*	
Missouri	*$12.30*	*$6.15*	*$6.15*	
Montana	*$10.30*	*Tip credit prohibited*	*Tip credit prohibited*	
Nebraska	*$12.00*	*$9.87*	*$2.13*	
Nevada	***$12.00***	*Tip credit prohibited*	*Tip credit prohibited*	*Increasing to $12.00 for all employers effective 7/1/24* *(There will no longer be a two-tiered minimum wage system based on health benefits.)*
New Hampshire	*$7.25*	*$3.98*	*$3.27*	*For employers to use the minimum tipped wage and tip credit, tipped employees must regularly earn more than $30 per month in tips.*
New Jersey	*$15.13 for employers with more than 6 ees;* *$13.93 for seasonal and small employers with 6 or fewer ees;* *$18.13 for Long-term care facility staff*	*$9.87*	*$5.26*	

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New Mexico	*$12.00*	*$9.00*	*$3.00*	For employers to use the minimum tipped wage and tip credit, tipped, employees must regularly earn at least $30 per month in tips.
City of Alburquerque	***$12.00***	**	*$7.20*	
City of Santa Fe	***$14.60***	**	**	Increased on March 1, 2024
Las Cruces	*$12.36*	*$7.41*	*$4.95*	
Santa Fe County	***$14.60***	*$10.22*	*$4.38*	Increased on March 1, 2024
New York	***$15.00***	*Tipped Service Ees: $2.35* *Tipped Food Service Workers: $4.75*	*Tipped Service Ees: $11.85* *Tipped Food Service Workers: $9.45*	See industry wage orders for additional requirements.
New York City, Nassau, Suffolk, and Westchester Counties	*$16.00*	**	**	
All other counties	*$15.00*	**	**	
Fast food ees in New York City and outside of New York City in fast food establishments	*$15.00*	**	**	Employers cannot claim a tip credit for fast food employees
North Carolina	*$7.25*	*$5.12*	*$2.13*	For employers to use the minimum tipped wage and tip credit, tipped employees must regularly earn more than $30 per month in tips.
North Dakota	*$7.25*	*$2.39*	*$4.86*	For employers to use the minimum tipped wage and tip credit, tipped employees must regularly earn more than $30 per month in tips.
Ohio	*$10.45 for employers with gross receipts of $372,000 or more;* *$7.25 for employers with gross receipts under $372,000.*	*$5.20/ $ 3.63*	*$5.25/ 3.62*	For employers to use the minimum tipped wage and tip credit, tipped employees must regularly earn more than $30 per month in tips.
Oklahoma	*$7.25*	*$3.62*	*$3.63*	
Oregon	***$15.95 for businesses in Portland metro areas;*** ***$14.70 for businesses in Urban counties;*** ***$13.70 for businesses in Rural counties;***	*Tip credit prohibited*	*Tip credit prohibited*	An employer's location affects the minimum wage rate.

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Pennsylvania	$7.25	$4.42	**$2.83**	For employers to use the minimum tipped wage and tip credit, tipped employees must regularly earn at least $135 per month in tips.
Rhode Island	$14.00	$10.11	**$3.89**	
South Carolina	$7.25*	Federal law applies	**Federal law applies**	
South Dakota	$11.20	$5.60	**$5.60**	For employers to use the minimum tipped wage and tip credit, tipped employees must regularly earn more than $35 per month in tips and cash wage must be at least one-half of minimum wage.
Tennessee	$7.25*	Federal law applies	Federal law applies	
Texas	$7.25	$5.12	$2.13	
Utah	$7.25	$5.12	$2.13	For employers to use the minimum tipped wage and tip credit, tipped employees must receive more than $30 per month in tips.
Vermont	$13.67	$6.83	$6.84	An employee of a hotel, motel, tourist place, or restaurant who regularly receives more than $120 in tips per month must be paid a basic tip wage rate of one-half Vermont's minimum wage, unless the U.S. rate is higher, then one- half of the U.S. minimum wage rate.
Virginia	$12.00	$9.87	$2.13	Tipped employees must regularly receive tips totaling more than $30 each month.
Washington	$16.28	Tip credit prohibited	Tip credit prohibited	
Seattle	$19.97 for large employers (501+ ees) $17.25 for small employers (500 or less ees paying $2.19 towards medical benefits or in tips) $19.97 for small employers (500 or less ees not paying $2.19 in medical benefits and/or employee not earning that amount in tips)	**	**	
Renton	**$18.29 (15-500 ees or fewer than 15 ees with more than $2 million in gross revenue);** **$20.29 (Large employers with 500 or more ees worldwide and certain franchises)**	**	**	
SeaTac	$19.71	**	**	
Tacoma	$16.28	**	**	
Tukwila	**$19.29 (15-500 ees)** **$20.29 (501+ ees)**	**	**	

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West Virginia	$8.75	$6.13	$2.62	
Wisconsin	$7.25	$4.92	$2.33	
Wyoming	$7.25*	$5.12	$2.13	For employers to use the minimum tipped wage and tip credit, tipped employees must regularly earn more than $30 per month in tips.

** The minimum wage information provided in this alert is for informational purposes only and is based on known increases at the time of publication. Some jurisdictions may announce their increases subsequent to this alert. Employers in states without minimum wage laws, or with minimum wage rates lower than the federal minimum wage, which is currently $7.25 an hour, must observe the federal minimum wage for all ees covered by the Fair Labor Standards Act. States that permit tip credits require employers to ensure that the ees' tips and the reduced hourly wage rate equal at least the required minimum wage rate and must keep accurate records of ees' tips. Check your local laws to confirm compliance.*

*** Maximum tip credit and minimum tipped wage information arenot tracked on this chart for counties or municipalities.*

**** Youth, job training participant, agricultural, home health workers, seasonal rates, and subminimum wage rates are not tracked on this chart. Please check the Department of Labor and state government websites for up-to-date minimum wage: https://www.dol.gov/agencies/whd/minimum-wage/state*