ENGAGE PEO

# Client Alert

## 2026 Minimum Wage Updates

**The states and municipalities highlighted in the following Guide will increase the minimum wage in 2026.**

| STATE OR LOCALITY | MINIMUM WAGE RATE | MAXIMUM TIP CREDIT | MINIMUM TIPPED WAGE | SCHEDULED INCREASES |
|---|---|---|---|---|
| ***FEDERAL MINIMUM*** | *$7.25* | *$5.12* | *$2.13* | *Tipped employees must regularly earn more than $30 per month in tips* |
| ***FEDERAL CONTRACTORS*** | *$7.25* | ** | ** | *On March 14, 2025, President Trump revoked EO 14026, which set the federal contractor MW to $17.75 (effective 1/1/25). As such, state/ federal minimum wages apply to federal contractors, and the DOL is expected to issue a formal rule revoking EO 14026 soon. However, certain older contracts still operate under an Obama-issued executive order, EO 13658, which implemented a federal minimum wage that adjusts annually (currently it is $13.30, effective January 1, 2025).* |
| **Alabama** AL Minimum Wage | *$7.25** | *$5.12* | *$2.13* | *Alabama uses the federal minimum wage and federal tipped minimum wage. For employers to use the minimum tipped wage and tip credit, tipped employees must regularly earn more than $30 per month in tips.* |
| **Alaska** AK Minimum Wage | *$13.00* | ** | ** | *Future scheduled increase of $14 per hour effective July 1, 2026.* |
| **Arizona** AZ Minimum Wage | *$15.15* | *$3.00* | *$12.15* | |
| *Flagstaff* | *$18.35* | ** | ** | |
| *Tucson* | *$15.45* | ** | ** | |
| **Arkansas** AR Minimum Wage | *$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** CA Minimum Wage | *$16.90* | ** | ** | *Industry and occupational orders prescribe other wage rates for certain industries and occupations.* |
| *Healthcare workers* | *$18.63-$25.00* | ** | ** | |
| *Fast food workers* | *$20.00* | ** | ** | *The Fast-Food Council may increase the rate in 2026.* |
| *Alameda* | *$17.46* | ** | ** | |
| *Anaheim Resort District* | *$20.42* | | | |
| *Belmont* | *$18.95* | ** | ** | |
| *Berkeley* | *$19.18* | ** | ** | |
| *Burlingame* | *$17.86* | ** | ** | |
| *Cupertino* | *$18.20* | ** | ** | *Minimum wage rate will be adjusted annually on January 1.* |
| *Daly City* | *$17.50* | ** | ** | |

| STATE OR LOCALITY | MINIMUM WAGE RATE | MAXIMUM TIP CREDIT | MINIMUM TIPPED WAGE | NOTES & FUTURE SCHEDULED INCREASES |
|---|---|---|---|---|
| *East Palo Alto* | *$17.90* | ** | ** | |
| *El Cerrito* | *$18.82* | ** | ** | |
| *Emeryville* | *$19.90* | ** | ** | |
| *Foster City* | *$17.85* | ** | ** | *Scheduled increases in January of each year based on Regional Consumer Price Index (CPI) increase, not-to-exceed three percent (3.0%).* |
| *Fremont* | *$17.75* | ** | ** | *Scheduled increases based on 2025 wage plus inflation adjustment.* |
| *Half Moon Bay* | *$17.91* | ** | ** | |
| *Hayward* | *$17.79 for 26 or more ees; $16.90 for 25 or fewer ees* | ** | ** | *Employee count includes persons employed outside the city.* |
| *Los Altos* | *$18.70* | ** | ** | |
| *Los Angeles (city)* | *$17.87* | ** | ** | *Scheduled increases in July of each year.* |
| *Los Angeles City Hotel Workers* | *$22.50* | ** | ** | *Scheduled increases in July of each year.* |
| *Los Angeles City Airport Workers* | *$22.50 (for ees with health benefits); $30.15 for ees without health benefits)* | ** | ** | *Scheduled increases in July of each year.* |
| *Los Angeles (unincorporated county)* | *$17.81* | ** | ** | |
| *Malibu* | *$17.27* | ** | ** | *Through June 30, 2026, as the city council suspended the scheduled 2025 increase to support businesses impacted by the Palisades Fire.* |
| *Menlo Park* | *$17.55* | ** | ** | |
| *Milpitas* | *$18.20* | ** | ** | |
| *Mountain View* | *$19.70* | ** | ** | |
| *Novato* | *$17.73 for 100+ ees; $17.46 for 26-99 ees; $16.90 for 25 or less ees (city minimum wage for small employers was overridden by state law)* | ** | ** | |
| *Oakland* | *$16.89*<br><br>*$18.36 for Hotel Workers with health benefits*<br><br>*$24.48 for Hotel Workers without health benefits* | ** | ** | |
| *Palo Alto* | *$18.70* | ** | ** | |

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|---|---|---|---|---|
| *Pasadena* | *$18.04* | ** | ** | |
| *Petaluma* | *$18.31* | ** | ** | |
| *Redwood City* | *$18.65* | ** | ** | |
| *Richmond* | *$19.18* | ** | ** | |
| *San Carlos* | *$17.75* | ** | ** | |
| *San Diego* | *$17.75* | ** | ** | |
| *San Francisco (City and County)* | *$19.18* | ** | ** | |
| *San Jose* | *$18.45* | ** | ** | |
| *San Mateo (city)* | *$17.95* | ** | ** | |
| *San Mateo (county)* | *$17.95* | ** | ** | |
| *Santa Clara* | *$18.70* | ** | ** | |
| *Santa Monica* | *$17.81*<br>*$22.50 for Hotel EEs* | ** | ** | |
| *Santa Rosa* | *$18.21* | ** | ** | |
| *Sonoma* | *$18.47 for 26+ ees; $17.38 for 25 or fewer ees* | ** | ** | |
| *South San Francisco* | *$18.15* | ** | ** | |
| *Sunnyvale* | *$19.50* | ** | ** | |
| *West Hollywood* | *$19.65*<br>*$20.22 for Hotel EEs* | ** | ** | *Hotel worker minimum will increase on 7/1/26 to an amount TBD.* |
| **Colorado**<br>**CO Minimum Wage** | *$15.16* | *$3.02* | *$12.14* | *Tipped employees must regularly earn more than $30 per month in tips.* |
| *Boulder County* | *$16.82*** | ** | ** | *Unincorporated areas of county only.*<br><br>**The 2026 minimum wage for Boulder County is in the process of being amended. The proposal is to increase the MW to $16.82 for 2026, but this is not yet finalized.* |
| *Boulder City* | *$16.82* | *$3.02* | *$13.80* | |
| *Denver* | *$19.29* | *$3.02* | *$16.27* | |
| *Edgewater* | *$18.17* | *$3.02* | *$16.52* | |
| **Connecticut**<br>**CT Minimum Wage** | *$16.35* | *$8.12 for Bartenders*<br>*$9.97 for Hotel, Restaurant ees*<br>*Other industries, the tip credit cannot exceed $0.35 per hour* | *$6.38 for hotels and restaurant,*<br>*$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.*<br>*tipstatement_effective_--01-01-2025.pdf* |

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|---|---|---|---|---|
| **Delaware**<br>DE Minimum Wage | *$15.00* | *$12.77* | *$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.**<br>DC Minimum Wage | *$17.95* | *$7.95* | *$10.00* | |
| **Florida**<br>FL Minimum Wage | *$14.00 (until 9/29/26: see note)* | *$3.02* | *$10.98 (until 9/29/26; see note)* | *Increasing to $15.00 on 9/30/26. Minimum tipped wage will also increase to $11.98 on 9/30/26. The maximum tip credit will remain at $3.08 on 9/30/26. For employers to use the minimum tipped wage and tip credit, tipped employees must regularly earn at least $30 per month in tips.* |
| **Georgia**<br>GA Minimum Wage | *$7.25 ($5.15 only if an employer is not covered by federal minimum wage laws – however, paying the federal standard is strongly recommended. See note)* | *$5.12* | *$2.13* | *Georgia's state minimum wage is $5.15, which is lower than the federal standard; however, this state minimum wage only applies to employers who are not covered by federal minimum wage laws. Most employers are covered by federal law and should pay the federal minimum wage of $7.25 per hour. Georgia follows the federal minimum wage for tipped employees. For employers to use the minimum tipped wage and tip credit, tipped employees must regularly earn more than $30 per month in tips* |
| **Hawaii**<br>HI Minimum Wage | *$16.00* | *$1.25* | *$14.75* | *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**<br>ID Minimum Wage | *$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**<br>IL Minimum Wage | *$15.00* | *$6.00* | *$9.00* | |
| *Chicago* | *$16.60* | ** | *$12.62* | *The minimum wage increases annually on July 1 according to the Consumer Price Index or 2.5% whichever is lower. If a tipped worker's wages plus tips do not equal at least the full minimum wage, the employer must make up the difference.* |
| *Cook County* | *$15.00* | ** | *$9.00* | *Each year the minimum wage increases according to a formula set by the Ordinance.* |
| **Indiana**<br>IN Minimum Wage | *$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.* |

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| **Iowa**<br>IA Minimum Wage | *$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**<br>KS Minimum Wage | *$7.25* | *$5.12* | *$2.13* | |
| **Kentucky**<br>KY Minimum Wage | *$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.* |
| **Louisiana**<br>LA Minimum Wage | *$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.* |
| **Maine**<br>ME Minimum Wage | *$15.10* | *$7.55* | *$7.55* | *For employers to use the minimum tipped wage and tip credit, tipped employees must regularly receive more than $179 per month in tips. Maximum tip credit is 50% of state minimum wage.* |
| *Portland* | *$15.50 for hourly ees<br>$7.75 for ees earning over $185/ month in tips* | ** | ** | |
| *Rockland* | *$16.00 for hourly ees<br>$8.00 for ees earning over $191 /month in tips* | ** | ** | *If a service employee's direct wage and total tips do not equal or exceed $16.00 per hour, the employer must pay the service employee the difference.* |
| **Maryland**<br>MD Minimum Wage | *$15.00* | *$11.37* | *$3.63* | |
| *Howard County* | *$16.00 ("large" employers - businesses with 15 or more ees)<br>$15.50 ("small" employers<br>- businesses with 14 or fewer ees)* | *$12.37* | ** | *Less than 15 - $16 on 7/1/26* |
| *Montgomery County* | *$17.65 for 51+ ees<br>$16.00 for 11-50 ees<br>$15.50 for 10 or less ees* | ** | *$4.00* | *Future rates increased each July 1 by CPI-W.* |
| **Massachusetts**<br>MA Minimum Wage | | | | *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**<br>MI Minimum Wage | *$13.73* | *$8.24* | *$5.49* | *Increasing to $15.00 on 1/1/27. As part of the February 21, 2025, changes to the IWOWA, the state implemented a plan for raising the minimum hourly wage for tipped employees. The minimum hourly wage for tipped employees will gradually increase from 38% of the full minimum wage to 50% of the full minimum wage by 2031.* |

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| **Minnesota** MN Minimum Wage | *$11.41* | ** | ** | |
| *Minneapolis* | *$16.37* | ** | ** | |
| *St. Paul* | *$16.37 for Macro & Large businesses (101+ ees) $15.00 for small businesses (6-100 ees) $13.25 for Micro businesses (5 or fewer ees)* | ** | ** | *Effective July 1,2026, minimum wage will increase to 16.37 for Macro & Large businesses (101+ ees) $16.37 for Small businesses (6-100 ees) $14.25 for Micro businesses (5 or fewer ees)* |
| **Mississippi** MS Minimum Wage | *$7.25* | *$5.12* | *$2.13* | |
| **Missouri** MO Minimum Wage | *$13.75* | *$6.88* | *$6.88* | *Increasing to $15.00 on 1/1/2026.* |
| **Montana** MT Minimum Wage | *$10.85* | ** | ** | |
| **Nebraska** NE Minimum Wage | *$15.00* | *$12.87* | *$2.13* | *The minimum wage shall be increased on January 1, 2027, and on January 1 of successive years, by the increase in the cost of living.* |
| **Nevada** NV Minimum Wage | *$12.00* | ** | ** | |
| **New Hampshire** NH Minimum Wage | *$7.25* | *$3.98* | *$3.27* | *Tipped employees of a restaurant, hotel, motel, inn, or cabin who regularly receive more than $30 a month in tips must be paid at least 45% of the applicable minimum wage.* |
| **New Jersey** NJ Minimum Wage - Most Employers | *$15.92 for employers with more than 6 ees; $15.23 for seasonal and small employers with 5 or fewer ees; $18.92 for Long-term care facility staff* | *$9.87* | *$6.05* | |
| **New Mexico** NM Minimum Wage | *$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.* |
| *Bernalillo County* | *$12.00* | ** | ** | *Bernalillo County MW is set lower than the NM state MW, so the state MW prevails.* |
| *City of Albuquerque* | *$12.00* | ** | ** | *City of Albuquerque MW is set lower than the NM state MW, so the state MW prevails.* |
| *City of Santa Fe* | *$15.00* | ** | ** | |
| *Las Cruces* | *$13.01* | *$7.81* | *$5.20* | |
| *Santa Fe County* | *$ 15.00* | *$10.50* | *$4.50* | *Santa Fe County may increase MW in March 2026; no published ordinances yet.* |

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|---|---|---|---|---|
| **New York**<br>NY Minimum Wage | *Please see the charts below.*<br><br>*New York's minimum wage laws have different minimum wage rates for different regions of the state: (1) New York City; (2) "Remainder of downstate" (Nassau, Suffolk, and Westchester counties); and (3) "Remainder of state" (Upstate— all areas outside NYC and Nassau / Suffolk / Westchester counties). Additionally, New York laws differ for food service (generally defined as wait staff, bartenders, etc., but does not include delivery personnel); fast food service; and non- food service workers.*<br><br>*Please carefully review the NY information and reach out to your HR Partner with questions.* | *(See below for applicable region)* | *(See below for applicable region)* | *New York "tip credit": If an employee's tips do not bring their wages up to the minimum wage rate, employers are required to pay the difference, so the employee receives at least the full minimum wage. No tip credit is permitted for fast food employees.*<br><br>*Only hospitality employers may take tip credit/use tips to meet the minimum wage, subject to state restrictions:*<br><br>*Employers in the hospitality industry may not take tip credits for days when tipped workers spend more than two hours, or twenty percent of a shift, doing non-tipped work.*<br><br>*Other limitations may apply so please reach out to your HR Partner and review industry wage orders for additional requirements.* |
| *New York City* | *$17.00*<br>*$19.65 (Home care aides)* | *Non-food service: $2.85*<br>*Food service: $5.65* | *Non-food service: $14.15*<br>*Food service: $11.35* | *Home care aide minimum increases to $19.65 of 1/1/26* |
| *Remainder of "Downstate"—Nassau, Suffolk, and Westchester Counties* | *$17.00*<br>*$19.65 (Home care aides)* | *Non-food service: $2.85*<br>*Food service: $5.65* | *Non-food service: $14.15*<br>*Food service: $11.35* | |
| *Remainder of NY State—Upstate/all areas outside NYC and Nassau, Suffolk, and Westchester counties* | *$16.00*<br>*$18.65 (Home care aides)* | *Non-food service: $2.70 Non-food service: $2.70*<br>*Food Service: $5.30* | *Non-food service: $13.30 Non-food service: $13.30*<br>*Food service: $10.70* | |
| **North Carolina**<br>NC Minimum Wage | *$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**<br>ND Minimum Wage | *$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.* |

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|---|---|---|---|---|
| **Ohio**<br>OH Minimum Wage | *$11.00* | *$5.50* | *$5.50* | *For employers to use the minimum tipped wage and tip credit, tipped employees must regularly earn more than $30 per month in tips.*<br><br>*For employees of employers with gross annual sales of less than $405,000, the state minimum wage is $7.25 per hour.*<br><br>*Beginning January 1, 2026, and every January 1 thereafter, the minimum wage will increase according to the Consumer Price Index, rounded to the nearest $.05.* |
| **Oklahoma**<br>OK Minimum Wage | *$7.25* | *$5.12* | *$2.13* | |
| **Oregon**<br>OR Minimum Wage | *$16.30 for businesses in Portland metro areas;*<br><br>*$15.05 for businesses in Urban counties (the "standard" MW);*<br><br>*$14.05 for businesses in Non-urban counties;* | ** | ** | *An employer's location affects the minimum wage rate.*<br><br>*These rates are in effect through 6/30/26. Increases are based on inflation. BOLI will calculate the minimum wage adjustment by 4/30/26 and the new minimum wage will take effect on 7/1/26.*<br><br>*See BOLI website for interactive minimum wage map.* |
| **Pennsylvania**<br>PA Minimum Wage | *$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**<br>RI Minimum Wage | *$16.00* | *$12.11* | *$3.89* | |
| **South Carolina**<br>SC Minimum Wage | *$7.25** | *$5.12* | *$2.13* | *South Carolina uses the federal minimum wage and federal tipped minimum wage. For employers to use the minimum tipped wage and tip credit, tipped employees must regularly earn more than $30 per month in tips.* |
| **South Dakota**<br>SD Minimum Wage | *$11.85* | *$5.93* | *$5.92* | *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**<br>TN Minimum Wage | *$7.25** | *$5.12* | *$2.13* | *Tennessee uses the federal minimum wage and federal tipped minimum wage. For employers to use the minimum tipped wage and tip credit, tipped employees must regularly earn more than $30 per month in tips.* |
| **Texas**<br>TX Minimum Wage | *$7.25* | *$5.12* | *$2.13* | |
| **Utah**<br>UT Minimum Wage | *$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**<br>VT Minimum Wage | *$14.42* | *$7.21* | *$7.21* | *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.* |

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|---|---|---|---|---|
| **Virginia**<br>VA Minimum Wage | *$12.77* | *$10.64* | *$2.13* | *Tipped employees must regularly receive tips totaling more than $30 each month.* |
| **Washington**<br>WA Minimum Wage | *$17.13* | ** | ** | |
| *Bellingham* | *$19.13* | ** | ** | *Increasing to $2.00 more than the Washington state minimum wage effective 1/1/26 and every January 1 thereafter.* |
| *Burien* | *$21.63 (for employers with 500 or more employees)*<br><br>*$20.36 (for employers with 21 – 499 employees* | ** | ** | *The minimum wage varies. For Level 1 employers, those employing 500 or more full-time employees in King County or Franchisors who employ more than 500 full-time employees in the aggregate, the minimum wage will be maintained at $4.50 over the state minimum wage beginning 1/1/25. For Level 2 employers, those employing 21 – 499 full-time employees in King County, the minimum wage will be maintained at $3.50 over the state minimum wage beginning 7/1/25. Level 3 employers, those with 20 or fewer employees, are not covered.* |
| *Everett* | *$20.77(for employers with more than 500 employees)*<br><br>*$18.77 (for employers with 15 – 500 employees)* | ** | ** | |
| *King County (unincorporated)* | *$20.82 (more than 500 employees)*<br><br>*$19.82 (16 – 499 employees)*<br><br>*$19.82 (15 or fewer employees and annual gross revenue of $2 million or more)*<br><br>*$18.32 (15 or fewer employees and annual gross revenue of less than $2 million)* | ** | ** | *Minimum wage varies depending on the number of employees and, for small businesses, the amount of annual gross revenue.* |
| *Seattle* | *$21.30* | ** | ** | |
| *Renton* | *$20.57 (15 – 500 employees worldwide or over $2 million of annual gross revenue)*<br><br>*$21.57 (more than 500 employees worldwide and certain franchises)* | ** | ** | *Employers with 14 or less employees are not covered.* |
| *SeaTac* | *$20.74 (hospitality and transportation industry employers)* | ** | ** | |
| *Tukwila* | *$21.65 (15 or more employees or over $2 million in annual gross revenue)* | ** | ** | *Employers with 14 or less employees or have $2 million or less in annual gross revenue are not covered.* |

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|---|---|---|---|---|
| **West Virginia** WV Minimum Wage | *$8.75* | *$6.13* | *$2.62* | |
| **Wisconsin** WI Minimum Wage | *$7.25* | *$4.92* | *$2.33* | |
| **Wyoming** WY Minimum Wage | *$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 employees covered by the Fair Labor Standards Act. States that permit tip credits require employers to ensure that the employees' tips and the reduced hourly wage rate equal at least the required minimum wage rate and must keep accurate records of employees' tips. Check your local laws to confirm compliance.*

*** Maximum tip credit and minimum tipped wage information are not 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*