ENGAGE PEO

Client Alert

2026 Minimum Wage 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 2026.

STATE OR LOCALITY	MINIMUM WAGE RATE	MAXIMUM TIP CREDIT	MINIMUM TIPPED WAGE	SCHEDULED INCREASES
FEDERAL MINIMUM	*$7.25*	*$5.12*	*$2.13*	*Employers may utilize the tip credit for tipped employees. A tipped employee is one who regularly earns more than $30 per month in tips. (State law may have similar, lesser or greater thresholds for utilizing tip credits. Employers must apply both standards to the extent possible or the more stringent one).*
FEDERAL CONTRACTORS	*$13.65 (for contracts entered into between January 1, 2015, and January 29, 2022; otherwise refer to the terms of the applicable contract, prevailing wage rates, and state requirements).*	*$4.10*	*$9.55 (for contracts entered into before January 30, 2022)*	*Effective May 11, 2026, the minimum wage on contracts entered into between January 1, 2015 and January 29, 2022 increased to $13.65.*
Alabama AL Minimum Wage	*$7.25**	*$5.12*	*$2.13*	*To apply tip credit refer to federal definition of tipped employee above.*
Alaska AK Minimum Wage	*$14.00*	*Not permitted*	*$14.00*	*$14 per hour effective July 1, 2026. To apply tip credit refer to federal definition of tipped employee above.*
Arizona AZ Minimum Wage	*$15.15*	*$3.00*	*$12.15*	*Under state law, a tip credit may be applied for tipped employees who "customarily and regulalry" receive tips. Also refer to federal definition of tipped employee identified above.*
Flagstaff	*$18.35*	**	**	
Tucson	*$15.45*	**	**	
Arkansas AR Minimum Wage	*$11.00*	*$8.37*	*$2.63*	*Under state law, an employer may apply a tip credit for employees who regularly earn more than $20 per month in tips. Also refer to federal definition of tipped employee.*
California CA Minimum Wage	*$16.90*	*Not permitted*	*$16.90*	*Industry and occupational orders prescribe other wage rates for certain industries and occupations.*
Healthcare workers	*$19.28-$25.00*	*Not permitted*	*$19.28-$25.00*	*Increasing rates July 1, 2026*
Fast food workers	*$20.00*	*Not permitted*	*$20.00*	
Alameda	*$17.76*	**	**	*City of Alameda, CA – $17.76/hour effective July 1, 2026* *https://www.alamedaca.gov/Departments/Base-Reuse-and-Economic-Development/Minimum-Wage*
Anaheim Resort District	*$21.13*	**	**	
Belmont	*$18.95*	**	**	
Berkeley	*$19.61*	**	**	*$19.61 per hour effective July 1, 2026.*
Burlingame	*$17.86*	**	**	
Cupertino	*$18.70*	**	**	*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	*$20.34*	**	**	*$20.34 per hour effective July 1, 2026.*
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	*$18.05*	**	**	*$18.05 per hour effective July 1, 2026*
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)	*$18.42*	**	**	*$18.42 per hour effective July 1, 2026*
Los Angeles City Hotel Workers	*$25.00*	**	**	*$25.00 per hour effective July 1, 2026*
Los Angeles City Airport Workers	*$25.00 (for EEs with health benefits);* *$33.15 (for EEs without health benefits)*	**	**	*$25.00 per hour effective July 1, 2026* *$33.15 per hour effective July 1, 2026*
Los Angeles (unincorporated county)	*$18.47*	**	**	*$18.47 per hour effective July 1, 2026*
Malibu	*$17.91*	**	**	*$17.91 per hour effective July 1, 2026.*
Menlo Park	*$17.55*	**	**	
Milpitas	*$18.50*	**	**	*$18.50 per hour effective July 1, 2026*
Mountain View	*$19.70*	**	**	
Novato	*$17.73 for 100+ EEs;* *$17.46 for 26-99 EEs; $16.90 for 25 or less EEs*	**	**	
Oakland	*$17.34* *$18.85 for Hotel Workers with health benefits* *$25.14 for Hotel Workers without health benefits*	**	**	
Palo Alto	*$18.70*	**	**	
Pasadena	*$18.57*	**	**	*$18.57 per hour effective July 1, 2026*
Petaluma	*$18.31*	**	**	*The Learner's wage for 2026 will be $15.56 per hour*
Redwood City	*$18.65*	**	**	
Richmond	*$19.18*	**	**	

STATE OR LOCALITY	MINIMUM WAGE RATE	MAXIMUM TIP CREDIT	MINIMUM TIPPED WAGE	NOTES & FUTURE SCHEDULED INCREASES
San Carlos	*$17.75*	**	**	
San Diego	*$17.75* *$19.00 (hospitality employees at hotels and amusement parks)* *$21.06 (hospitality employees at event centers)*	**	**	*Hospitality employee rates effective July 1, 2026*
San Francisco (City and County)	*$19.61*	**	**	*$19.61 per hour effective July 1, 2026.*
San Jose	*$18.45*	**	**	
San Mateo (city)	*$18.60*	**	**	
San Mateo (county)	*$17.95*	**	**	
Santa Clara	*$18.70*	**	**	
Santa Monica	*$18.47* *$25.00 for Hotel EEs (Wages must match those of hotel workers in the City of Los Angeles)*	**	**	*$18.47 per hour effective July 1, 2026* *$25.00 per hour for Hotel EEs effective July 1, 2026*
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	*$20.25* *$20.87 for Hotel EEs*	**	**	*$20.25 per hour effective January 1, 2026* *$20.87 per hour effective July 1, 2026.*
Colorado **CO Minimum Wage**	*$15.16*	*$3.02*	*$12.14*	*Under state law, an employer may utilize a tip credit if the employee customarily and regularly receives more than $1.64 per hour in tips averaged over any pay period. Also refer to federal definition of tipped employee identified above.*
Boulder County	*$16.82*	**	**	*Unincorporated areas of county only.*
Boulder City	*$16.82*	**	**	
Denver	*$19.29*	**	**	
Edgewater	*$18.17*	**	**	
Connecticut **CT Minimum Wage**	*$16.94*	*$10.56 for waitstaff at hotel or restaurant* *$8.71 for bartenders at hotel or restaurant*	*$6.38 for waitstaff at hotel or restauarant,* *$8.23 for bartenders at hotel or restaurant*	*Under state law an employer may apply a tip credit for an employee in the hotel and restaurant industry who customarily and regulary receives gratuities. Employers are required to keep detailed records of gratuities received by employees. Also refer to federal definition of tipped employee identified above.*

STATE OR LOCALITY	MINIMUM WAGE RATE	MAXIMUM TIP CREDIT	MINIMUM TIPPED WAGE	NOTES & FUTURE SCHEDULED INCREASES
Delaware DE Minimum Wage	*$15.00*	*$12.77*	*$2.23*	*Under state law employers may apply a tip credit for employees who customarily and regularly receive more than $30 per month in tips or gratuities.*
D.C. DC Minimum Wage	*$18.40*	*$8.10*	*$10.30*	*$18.40 per hour effective July 1, 2026. $10.30 minimum tipped wage effective July 1, 2026. Under district law, a tipped employee is an employee who engages in occupations in which tips are customirily and regularly received. Also refer to federal definition of tipped employee identified above.*
Florida FL Minimum Wage	*$15.00*	*$3.02*	*$11.98*	*$15.00 per hour effective September 30, 2026. Minimum tipped wage $11.98 effective September 30, 2026. To apply a tip credit, refer to federal definition of a tipped employee identified above.*
Georgia GA Minimum Wage	*$7.25**	*$5.12*	*$2.13*	*Georgia's state minimum wage is $5.15, which is lower than the federal standard. Most employers are covered by federal law and should pay the federal minimum wage of $7.25 per hour. To apply a tip credit refer to the federal defition of tipped employee identified above.*
Hawaii HI Minimum Wage	*$16.00*	*$1.25*	*$14.75*	*Under state law a tipped employee is one that regularly receives more than $20 per month in tips. Also, for an employer to be entitled to a tip credit, the employee's combined wage must be at least $7.00 per hour more than the applicable minimum wage.*
Idaho ID Minimum Wage	*$7.25*	*$3.90*	*$3.35*	*Under state law for employers to use the minimum tipped wage and tip credit, tipped employees must be engaged in an occupation where they customarily and regularly receive more than $30 per month in tips.*
Illinois IL Minimum Wage	*$15.00*	*$6.00*	*$9.00*	*Under state law, a tipped employee is one who is engaged in an occupation in which gratuities are customarily recognized as part of the renumeration of the employee and who receives at least $20 or more per month in gratuities. Also refer to federal definition of tipped employe identified above.*
Chicago	*$17.05 (effective July 1,2026)*	**	**	*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	*$15.40 (effective July 1, 2026)*	**	**	*Each year the minimum wage increases according to a formula set by the Ordinance.*
Indiana IN Minimum Wage	*$7.25*	*$5.12*	*$2.13*	*Under state law, a tipped employee is one that works in an occupation that customrily and regularly receives tips. Also refer to federal definition of tipped employee identified above.*

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Iowa IA Minimum Wage	*$7.25*	*$2.90*	*$4.35*	*Under state law, a tipped employee is one that is engaged in an occupation that customarily receives more than $30 per month in tips.*
Kansas KS Minimum Wage	*$7.25*	*$5.12*	*$2.13*	*Under state law, a tipped employee is one that regularly earns more than $20 per month in tips. Also refer to the federal definition of tipped employee as identified above.*
Kentucky KY Minimum Wage	*$7.25*	*$5.12*	*$2.13*	*Under state law, a tipped employee is one that is engaged in an occupation where they regularly receive more than $30 per month in tips.*
Louisiana LA Minimum Wage	*$7.25*	*$5.12*	*$2.13*	*To apply a tip credit, refer to federal definition of tipped employee identified above.*
Maine ME Minimum Wage	*$15.10*	*$7.55*	*$7.55*	*Under state law, a tipped employees is one who regularly receives more than $191 per month in tips (as determined by the consumer price index). Maximum tip credit is 50% of state minimum wage.*
Portland	*$16.75*	**	**	
Rockland	*$16.00*	**	**	
Maryland MD Minimum Wage	*$15.00*	*$11.37*	*$3.63*	*Under state law a tipped employee is one that receives more than $20 per month in tips. Also refer to the federal definition of tipped employee as identified above.*
Howard County	*$16.00*	*$12.37*	**	*Rate increases effective July 1, 2026.*
Montgomery County	*$18.00 for 51+ EEs* *$16.50 for 11-50 EEs* *$15.95 for 10 or less EEs*	**	**	*Rates increases effective July 1, 2026.*
Massachusetts MA Minimum Wage	*$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 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. Also refer to the federal definition of tipped employee as identified above.*

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Minnesota MN Minimum Wage	*$11.41* *$9.31 for 90-day training (EEs under 20 years of age)*	*Not permitted*	*11.41*	
Minneapolis	*$16.37*	**	**	
St. Paul	*$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)*	**	**	*Effective July 1,2026, minimum wage will increase to* *$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*	*To apply a tip credit, refer to federal definition of tipped employee identified above.*
Missouri MO Minimum Wage	*$15.00*	*$7.50*	*$7.50*	*Under state law, a tipped employee is any employee who regularly and customarily receives and retains compensation in the form of gratuities. Also refer to federal definition of tipped employee identified above.*
Montana MT Minimum Wage	*$10.85*	*Not permitted*	*$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 1.75%. To apply a tip credit, refer to federal definition of tipped employee as identified above.*
Nevada NV Minimum Wage	*$12.00*	*Not permitted*	*$12.00*	
New Hampshire NH Minimum Wage	*$7.25*	*$3.98*	*$3.27*	*Under state law a tipped employee is one who works for 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.wage.*
New Jersey NJ Minimum Wage - Most Employers	*$15.92 for employers with 6 or more 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*	*To apply a tip credit, refer to federal definition of tipped employee identified above.*
New Mexico NM Minimum Wage	*$12.00*	*$9.00*	*$3.00*	*Under state law, a tipped employee is one that customarily and regularly receives more than $30 per month in tips.*
Bernalillo County	*$12.00*	**	**	*Bernalillo County MW ($10.60) is set lower than the NM state MW, so the state MW prevails.*
City of Albuquerque	*$12.00*	*$4.80*	*$7.20*	*City of Albuquerque MW ($11.85) is set lower than the NM state MW, so the state MW prevails.*
City of Santa Fe	*$15.40*	*$12.40*	*$3.00*	*City of Santa Fe increased MW effective March 2026. The MW will increase to $17.50 effective January 1, 2027.*
Las Cruces	*$13.01*	*$7.81*	*$5.20*	
Santa Fe County	*$ 15.40*	*$10.78*	*$4.62*	*Santa Fe County increased MW effective March 2026.*

STATE OR LOCALITY	MINIMUM WAGE RATE	MAXIMUM TIP CREDIT	MINIMUM TIPPED WAGE	NOTES & FUTURE SCHEDULED INCREASES
New York **NY Minimum Wage**	*Please see the charts below.* *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. 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)*	*No tip credit is permitted for fast food employees.* *Only hospitality employers may take tip credit/use tips to meet the minimum wage, subject to state restrictions:* *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.* *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;* *$19.65 (Home care aides)*	*Non-food service: $2.85* *Food service: $5.65*	*Non-food service: $14.15* *Food service: $11.35*	
Remainder of "Downstate"—Nassau, Suffolk, and Westchester Counties	*$17.00;* *$19.65 (Home care aides)*	*Non-food service: $2.85* *Food service: $5.65*	*Non-food service: $14.15* *Food service: $11.35*	
Remainder of NY State—Upstate/all areas outside NYC and Nassau, Suffolk, and Westchester counties	*$16.00* *$18.65 (Home care aides)*	*Non-food service: $2.70* *Food Service: $5.30*	*Non-food service: $13.30* *Food service: $10.70*	
North Carolina **NC Minimum Wage**	*$7.25*	*$5.12*	*$2.13*	*Under state law a tipped employee is one who customarily recives more than $20 a month in tips. Also refer to the federal definition of tipped employee identified above.*
North Dakota **ND Minimum Wage**	*$7.25*	*$2.39*	*$4.86*	*Under state law, a tipped employee is one that works in an occupation that customrily and regularly receives more than $30 per month in tips.*

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Ohio OH Minimum Wage	*$11.00*	*$5.50*	*$5.50*	*Under state law, a tipped employee is one who works in an occupation that customrily and regularly receives more than $30 per month in tips.*
Oklahoma OK Minimum Wage	*$7.25*	*$5.12*	*$2.13*	*To apply tip credit, refer to federal definition of tipped employee identified above.*
Oregon OR Minimum Wage	*$16.80 for businesses in Portland metro areas;* *$15.55 for businesses in Urban counties (the "standard" MW);* *$14.55 for businesses in Non-urban counties;*	*Not permited*	*$16.80 for businesses in Portland metro areas;* *$15.55 for businesses in Urban counties (the "standard" MW);* *$14.55 for businesses in Non-urban counties;*	*An employer's location affects the minimum wage rate.* *These rates are in effect through 6/30/27. Increases are based on inflation. BOLI will calculate the minimum wage adjustment by 4/30/27 and the new minimum wage will take effect on 7/1/27.* *See BOLI website for interactive minimum wage map.*
Pennsylvania PA Minimum Wage	*$7.25*	*$4.42*	*$2.83*	*Under state law, tipped employees are those who regularly earn more than $135 per month in tips.*
Rhode Island RI Minimum Wage	*$16.00*	*$12.11*	*$3.89*	*$17 per hour effective January 1, 2027. Under state tipped employees are those who work in an occupation that customarily and regularly earns more than $30 per month.*
South Carolina SC Minimum Wage	*$7.25**	*$5.12*	*$2.13*	*To apply tip credit, refer to federal definition of tipped employee identified above.*
South Dakota SD Minimum Wage	*$11.85*	*$5.93*	*$5.92*	*Under state law, tipped employees are those who regularly earn more than $35 per month in tips or other considerations.*
Tennessee TN Minimum Wage	*$7.25**	*$5.12*	*$2.13*	*To apply tip credit, refer to federal definition of tipped employee identified above.*
Texas TX Minimum Wage	*$7.25*	*$5.12*	*$2.13*	*Under state law, tipped employees are those who regularly earn more than $20 per month in tips. Also refer to federal definition of tipped employee.*
Utah UT Minimum Wage	*$7.25*	*$5.12*	*$2.13*	*Under state law a tipped employee is one who customarily and regularly receives tips or gratuities. Also refer to federal definition of tipped employee identified above.*
Vermont VT Minimum Wage	*$14.42*	*$7.21*	*$7.21*	*Under state law a tipped employee is an employee of a hotel, motel, tourist place or restaurant who customiraly and regularly receives more than $120 per month in tips dor direct and personal customer service.*

STATE OR LOCALITY	MINIMUM WAGE RATE	MAXIMUM TIP CREDIT	MINIMUM TIPPED WAGE	NOTES & FUTURE SCHEDULED INCREASES
Virginia VA Minimum Wage	*$12.77*	*$10.64*	*$2.13*	*Under state law a tipped employee is one who customarily and regularly receives tips or gratuities totalling more than $30 a month from persons other than the employee's employer.*
Washington WA Minimum Wage	*$17.13*	*Not permitted*	*$17.13*	
Bellingham	*$19.13*	**	**	
Burien	*$21.78 (for employers with 501 or more EEs)* *$20.78 (for employers with 16 – 500 EEs)* *$19.28 (15 or fewer EEs)*	**	**	*The City of Burien adopted a minimum wage ordinance in 2024 which was recently repealed. The City of Burien recently listed an updated minimum wage effective May 2026.*
Everett	*$20.77(for employers with 500 or more EEs)* *$19.77 (for employers with 15 – 499 EEs)*	**	**	*$19.77 per hour effective July 1, 2026 for employers with 15-499 EEs.*
King County (unincorporated)	*$20.82 (500 or more EEs)* *$19.82 (16 – 499 EEs)* *$19.82 (15 or fewer* *EEs and annual gross revenue of $2 million or more)* *$18.32 (15 or fewer EEs 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.*
Renton	*$21.57 (15 – 500 EEs)* *$21.57 (more than 500 EEs)*	**	**	
Seattle	*$21.30*	**	**	
SeaTac	*$20.74 (hospitality and transportation industry employers)*	**	**	
Tukwila	*$21.65 (15 or more employees or over $2 million in annual gross revenue)*	**	**	

STATE OR LOCALITY	MINIMUM WAGE RATE	MAXIMUM TIP CREDIT	MINIMUM TIPPED WAGE	NOTES & FUTURE SCHEDULED INCREASES
West Virginia **WV Minimum Wage**	*$8.75*	*$6.13*	*$2.62*	*Under state law, a tipped employee is one who regularly receives tips or gratuities in connection with their work. Also refer to federal definition of tipped employee identified above.*
Wisconsin **WI Minimum Wage**	*$7.25*	*$4.92*	*$2.33*	*Under state law a tipped employee is one who customarily and regularly receives tips or gratuities from persons other than the employee's employer. Also refer to the federal definition of tipped employee identified above.*
Wyoming **WY Minimum Wage**	*$7.25**	*$5.12*	*$2.13*	*Wyoming'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. To apply a tip credit, refer to federal definition of tipped employee as identified above.*

** 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*

***** An employer that takes a tip credit must ensure that the employee receives enough tips to equal the applicable minimum wage. If the employee does not receive enough tips, the employer is required to make up the difference. Some state have additional requirements that must be met before an employer is entitled to utilize a tip credit. This alert does not incorporate all state requirements pertaining to tip credits.*