

Minimum Wage Updates: July - December 2024



The following consists of information gathered from official state, county, and city agencies, along with multiple online reputable legal and HR resources. Vensure Employer Services assumes no responsibility for its updated accuracy, as rates may change between July 2024 and December 2024. To assist with this, official links to applicable state, county, and city websites have been included so that you can personally confirm the rates, in case they have been changed.

State/City	Effective Date	2023 Wage Rate	2024 Wage Rate	Official Website	Notes / Comments / Description
California (Alameda)	7/1/2024	\$16.52	\$17.00	Alameda California Minimum Wage	Alameda Minimum Wage Ordinance
California (Berkeley)	7/1/2024	\$18.07	\$18.67	Berkeley California Minimum Wage	Berkeley California Minimum Wage Official Notice
California (Emeryville)	7/1/2024	\$18.67	\$19.36	Emeryville California Minimum Wage	Emeryville Minimum Ordinance
California (Fremont)	7/1/2024	\$16.80	\$17.30	Fremont California Minimum Wage	Fremont California Minimum Wage Poster
California (Long Beach) Hotel Workers	7/1/2024	\$17.55	\$23.00	Long Beach California Minimum Wage	Long Beach California Minimum Wage Poster - Hotel Workers
California (Long Beach) Concessionaire Worker	7/1/2024	\$17.36	\$17.97	Long Beach California Minimum Wage	Long Beach California Minimum Wage Poster - Concessionaire Worker
California (Los Angeles County Unincorporated Areas)	7/1/2024	\$16.90	\$17.27	Los Angeles County California Minimum Wage	Los Angeles County California Ordinance
California (Los Angeles City)	7/1/2024	\$16.78	\$17.28	Los Angeles City California Minimum Wage	Los Angeles City California Minimum Wage Official Notice
California (Los Angeles City) Hotels with 60+ Rooms	7/1/2024	\$19.73	\$20.32	Los Angeles City California Minimum Wage - Hotel Worker	Los Angeles City California Minimum Wage Notice - Hotel Worker
California (Malibu)	7/1/2024	\$16.90	\$17.27	Malibu California Minimum Wage	Malibu California Minimum Wage Poster
California (Milpitas)	7/1/2024	\$17.20	\$17.70	Milpitas California Minimum Wage	Milpitas California Minimum Wage Poster
California (Pasadena)	7/1/2024	\$16.93	\$17.50	Pasadena California Minimum Wage	Pasadena California Minimum Wage Official Notice
California (San Francisco)	7/1/2024	\$18.07	\$18.67	San Francisco California Minimum Wage	San Francisco California Minimum Wage Poster
California (San Francisco) Government Supported Employees	7/1/2024	\$15.98	\$16.51	San Francisco California Minimum Wage - Government Supported Employees	San Francisco California Minimum Wage Poster - Government Supported Employees
California (San Mateo County Unincorporated Areas)	1/1/2024	\$16.50	\$17.06	San Mateo County California Minimum Wage	San Mateo County California Minimum Wage Official Notice
California (Santa Monica)	7/1/2024	\$16.90	\$17.27	Santa Monica California Minimum Wage	Santa Monica California Minimum Wage Official Notice
California (Santa Monica) Hotels	7/1/2024	\$19.73	\$20.32	Santa Monica California Minimum Wage - Hotels	Santa Monica California Minimum Wage Ordinance - Hotels
California (West Hollywood) Hotel Workers	7/1/2024	\$19.08	\$19.61	West Hollywood California Minimum Wage	West Hollywood California Minimum Wage Poster - Hotel Workers
California Fast Food Workers	4/1/2024	\$16.00	\$20.00	California Minimum Wage - Fast Food Workers	California Minimum Wage Official Notice - Fast Food Workers

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State/City	Effective Date	2023 Wage Rate	2024 Wage Rate	Official Website	Notes / Comments / Description
District of Columbia	7/1/2024	\$17.00	\$17.50	District Of Columbia Minimum Wage	District of Columbia Minimum Wage Poster
Florida	9/30/2024	\$12.00	\$13.00	Florida Minimum Wage	Florida Minimum Wage Poster
Illinois (Chicago) - 4 or More Employees	7/1/2024	\$15.00	\$16.20	Chicago Illinois Minimum Wage	Chicago Illinois Minimum Wage Ordinance
Illinois (Chicago) - Subsidized Temporary Youth Employment	7/1/2024	\$13.50	\$15.00	Chicago Illinois Minimum Wage	Chicago Illinois Minimum Wage Ordinance
Illinois (Cook County)	7/1/2024	\$13.70	\$14.05	Cook County Illinois Minimum Wage	Cook County Illinois Minimum Wage Poster
Maryland (Howard County) 15 or more employees	1/1/2023	\$15.00	\$15.00	Howard County Maryland Minimum Wage	Howard County Maryland Minimum Wage Poster
Maryland (Howard County) Less than 15 employees	1/1/2024	\$15.00	\$15.00	Howard County Maryland Minimum Wage	Howard County Maryland Minimum Wage Poster
Maryland (Howard County) Government Employees	7/1/2024	\$15.00	\$16.00	Howard County Maryland Minimum Wage	Howard County Maryland Minimum Wage Poster
Maryland (Montgomery County) 51 or More Employees	7/1/2024	\$15.00	\$17.15	Montgomery County Maryland Minimum Wage	Montgomery County Maryland Minimum Wage Poster
Maryland (Montgomery County) 11-50 employees	7/1/2024	\$15.00	\$15.50	Montgomery County Maryland Minimum Wage	Montgomery County Maryland Minimum Wage Poster
Maryland (Montgomery County) 10 or less employees	1/1/2024	\$14.50	\$15.00	Montgomery County Maryland Minimum Wage	Montgomery County Maryland Minimum Wage Poster
Minnesota (Minneapolis) More than 100 Employees	1/1/2024	\$14.50	\$15.57	Minneapolis Minnesota Minimum Wage	Minneapolis Minnesota Minimum Wage Poster
Minnesota (Minneapolis) 100 or Fewer Employees	7/1/2024	\$14.50	\$15.57	Minneapolis Minnesota Minimum Wage	Minneapolis Minnesota Minimum Wage Poster
Minnesota (St. Paul) - Macro Businesses More than 10k Employees	1/1/2024	\$15.19	\$15.57	St. Paul Minnesota Minimum Wage - Macro Businesses	St. Paul Minnesota Minimum Wage - Macro Business Poster
Minnesota (St. Paul) - Large Businesses 101-10k Employees	7/1/2024	\$15.00	\$15.57	St. Paul Minnesota Minimum Wage - Large Businesses	St. Paul Minnesota Minimum Wage - Large Business Poster
Minnesota (St. Paul) - Small Businesses 6 to 100 Employees	7/1/2024	\$13.00	\$14.00	St. Paul Minnesota Minimum Wage - Small Businesses	St. Paul Minnesota Minimum Wage - Small Businesses Poster
Minnesota (St. Paul) - Micro Businesses 5 or Fewer Employees	7/1/2024	\$11.50	\$12.25	St. Paul Minnesota Minimum Wage - Micro Businesses	St. Paul Minnesota Minimum Wage - Micro Businesses Poster
Minnesota (St. Paul) - Youth Training	7/1/2024	\$11.05	\$11.90	St. Paul Minnesota Minimum Wage - Youth Training	St. Paul Minnesota Minimum Wage - Youth Training Poster
Nevada	7/1/2024	\$10.25	\$12.00	Nevada Minimum Wage	Nevada Minimum Wage Poster
Oregon	7/1/2024	\$14.20	\$14.70	Oregon Minimum Wage Increase Schedule	Oregon Minimum Wage Increase Schedule

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State/City	Effective Date	2023 Wage Rate	2024 Wage Rate	Official Website	Notes / Comments / Description
Oregon (Portland Metro)	7/1/2024	\$15.45	\$15.95	Oregon Minimum Wage Increase Schedule - Portland Metro	Oregon Minimum Wage Increase Schedule - Portland Metro
Oregon (Nonurban Counties)	7/1/2024	\$13.20	\$13.70	Oregon Minimum Wage Increase Schedule - Nonurban Counties	Oregon Minimum Wage Increase Schedule - Nonurban Counties
Puerto Rico	7/1/2024	\$9.50	\$10.50	Puerto Rico Minimum Wage	Puerto Rico Minimum Wage Act
Washington	1/1/2024	\$15.74	\$16.28	Washington Minimum Wage	Washington Minimum Wage Poster
Washington - Minor (14 to 15 Years Old)	1/1/2024	\$13.38	\$13.84	Washington Minimum Wage - Minor	Washington Minimum Wage - Minor Poster
Washington (Bellingham)	5/1/2024	\$15.74	\$17.28	Bellingham Washington Minimum Wage	Bellingham Minimum Wage Law
Washington (Renton) - 500+ Employees	7/1/2024	N/A	\$20.29	Renton Washington Minimum Wage	Renton Washington Minimum Wage Ordinance
Washington (Renton) - 15 to 500 Employees	7/1/2024	N/A	\$18.29	Renton Washington Minimum Wage	Renton Washington Minimum Wage Ordinance
Washington (Renton) - Under 15 Employees	1/1/2024	N/A	\$16.28	Renton Washington Minimum Wage	Renton Washington Minimum Wage Ordinance
Washington (Seattle) Large Employer - 501 or More Employees	1/1/2024	\$18.69	\$19.97	Seattle Washington Minimum Wage - Large Employer	Seattle Washington Minimum Wage Poster
Washington (Seattle) Small Employer - 500 or Fewer Employees Does employer pay towards the individual employee's medical benefits and/or does employee earn tips? YES	1/1/2024	\$16.50	\$17.25	Seattle Washington Minimum Wage	Seattle Washington Minimum Wage Poster
Washington (Seattle) Small Employer - 500 or Fewer Employees Does employer pay towards the individual employee's medical benefits and/or does employee earn tips? NO	1/1/2024	\$18.69	\$19.97	Seattle Washington Minimum Wage	Seattle Washington Minimum Wage Poster
Washington (SeaTac) for Hospitality and Transportation Workers	1/1/2024	\$19.06	\$19.71	SeaTac Washington Minimum Wage	SeaTac Washington Minimum Wage Poster
Washington (Tukwila) Large Employer (500 Plus Employees Worldwide)	1/1/2024	\$20.29	\$20.29	Tukwila Washington Minimum Wage	Tukwila Washington Minimum Wage Poster - Large Employer
Washington (Tukwila) Mid-Size Employer (15 to 500 Employees Worldwide)	7/1/2024	\$18.29	\$19.29	Tukwila Washington Minimum Wage	Tukwila Washington Minimum Wage Poster - Mid Size Employer

Note: Any cell marked with TBA in the new rate column is when a location has not yet announced the increase in their minimum wage. Businesses operating within those jurisdictions should check the minimum wage resource linked for the location, under the official website link above.

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TIPPED RATE INCREASES

State/City	Effective Date	2023 Wage Rate	2024 Wage Rate	Official Website	Notes / Comments / Description
District Of Columbia	7/1/2024	\$8.00	\$10.00	District of Columbia Minimum Wage - Tipped Employees	District of Columbia Minimum Wage - Tipped Employees Poster
Florida	9/30/2024	\$8.98	\$9.98	Florida Minimum Wage - Tipped Employees	Florida Minimum Wage - Tipped Employees Poster
Illinois (Chicago) - 4 or More Employees	7/1/2024	\$9.00	\$11.02	Chicago Illinois Minimum Wage - Tipped Employees	Chicago Illinois Minimum Wage - Tipped Employees
Illinois (Chicago) - Youth	7/1/2024	\$8.10	\$10.20	Chicago Illinois Minimum Wage - Tipped Employees Youth	Chicago Illinois Minimum Wage - Tipped Employees Youth
Illinois (Cook County)	1/1/2024	\$8.00	\$8.40	Cook County Illinois Minimum Wage - Tipped Employees	Cook County Illinois Minimum Wage - Tipped Employees Poster
Maryland (Montgomery County)	TBA	\$4.00	TBA	Montgomery County Maryland Minimum Wage - Tipped Employees	Montgomery County Maryland Minimum Wage Poster- Tipped Employees

Note: Any cell marked with TBA in the new rate column is when a location has not yet announced the increase in their minimum wage. Businesses operating within those jurisdictions should check the minimum wage resource linked for the location, under the official website link above.

Determining L.A City and L.A County Minimum Wage

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To First Determine if Your Employee Performs Work Within the Boundaries of the City of L.A., Use the Link Below to Check Specifically by Address

Web Link: <http://neighborhoodinfo.lacity.org/>

Instructions: In the above site, input the address of where your employee performs work.

- › If you receive results, then your employee should be paid at the new L.A. City minimum wage rate for July 1, 2024.
- › If you receive the “Nothing Found” message, your employee is not subject to L.A. City minimum wage and you will need to determine whether your employee is performing work in an Unincorporated or Incorporated area of L.A. County (See Step 2 below). You can use the link below to make that determination.
- › If the employee performs work within an Unincorporated area of L.A. County, they will receive a higher rate than the state rate (see minimum wage chart for the July 1, 2024, Unincorporated area amount).
- › If you find that the employee performs work in an Incorporated area of L.A. County, that particular area may have its own rate (e.g. Santa Monica, Pasadena, etc.), but if you do not see that specific Incorporated town/city on our minimum wage chart, then it will default to the California state minimum wage rate of \$16.00 that was increased on January 1, 2024.

Additional L.A. City Resources:

- › City of L.A. Map: <http://www.laalmanac.com/LA/lamap2.php>
- › City of L.A. Zip Code Map: https://media.metro.net/about_us/pla/images/lazipcodes.pdf

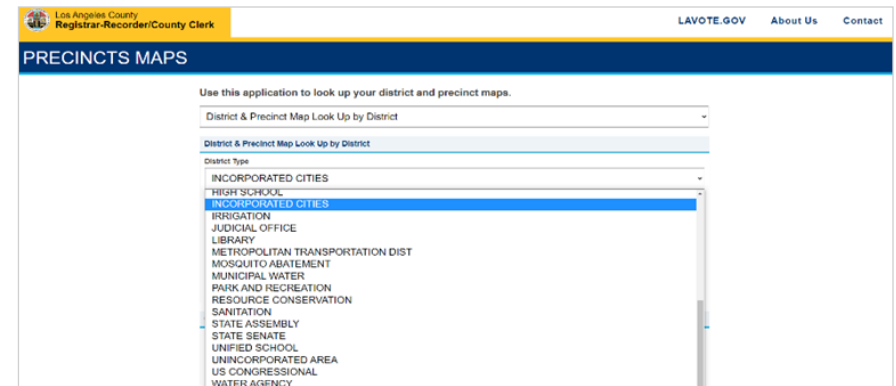
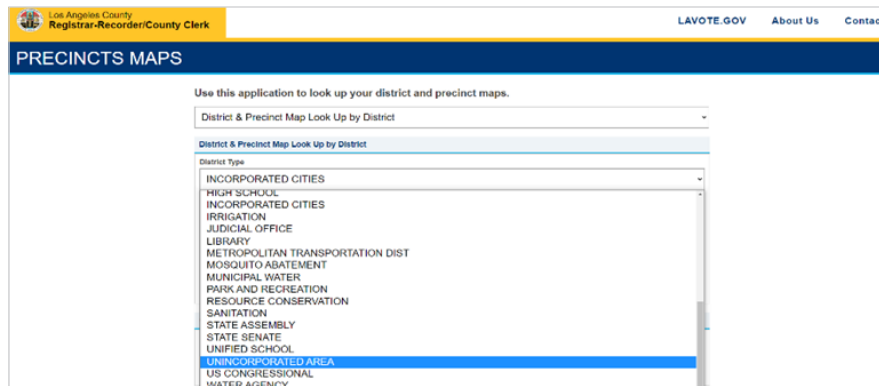
2

If Your Employee is Not Performing Work in the City of L.A. As Found Above, You Will Need to Determine Whether Your Employee Performs Work in an Unincorporated or Incorporated Area of L.A. County. To Do So, Use the Links Below

L.A. County Maps (see all boundaries, Unincorporated and Incorporated Areas:

- › Look up the location of Incorporated or Unincorporated Areas (See screenshots on the following page to determine if your employee is performing work in an incorporated or unincorporated city. Once there, pick the specific city from the drop-down and that will tell you if it is Incorporated or Unincorporated. You may select the “Submit” button if you would like to see the map): <https://www.lavote.gov/apps/precinctsmaps>
- › All L.A. County Maps: <https://lacounty.gov/government/about-la-county/maps-and-geography/>
- › All L.A. County Districts: <https://lacounty.gov/government/about-la-county/redistricting/>

Determining L.A City and L.A County Minimum Wage



Incorporated Cities

- › If you have found that the city in which your employee performs work is an incorporated city (e.g., Beverly Hills), check our minimum wage chart rates to see if that city is listed. If it is, that means the city has its own minimum wage ordinance (e.g., Santa Monica) and therefore, its own rate. If it is not in our chart, see Step 3 below.

Unincorporated Cities

- › If you have found that the city in which your employee performs work is an unincorporated city, check our minimum wage chart for the “California (Los Angeles County Unincorporated Areas)” rate.

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If You Have Found That Your Employee is Not Performing Work in the City of L.A., Nor an Unincorporated Area of L.A. County, Nor an Incorporated Area That Has Its Own Minimum Wage Rate, Your Employee Will Need to Be Paid at the California State Minimum Wage Rate of \$16.00 (January 1, 2024 Rate)