

# 2024 Minimum Wage & Salary Threshold

Jurisdiction	Effective Date	2024 Minimum Wage	2024 Tipped Minimum Wage	2024 Annual Salary Threshold For Exemption	2024 Weekly Salary Threshold For Exemption
Federal - Contractors	1/1/2024	\$17.20			
Federal – Executive, Administrative, Professional Exemption				\$35,568	\$684
Alabama				Follows Federal	Follows Federal
Alaska				\$45,136	\$868
Arizona	1/1/2024	\$14.35	\$11.35	Follows Federal	Follows Federal
*Flagstaff, AZ	1/1/2024	\$17.40			
*Tucson, AZ	1/1/2024	\$14.25			
Arkansas				Follows Federal	Follows Federal
California	1/1/2024	\$16.00		\$66,560	\$1,280
California (Computer Professional Employees)					
*Alameda, CA					
*Belmont, CA	1/1/2024	\$17.35			
*Berkeley, CA					
*Burlingame, CA	1/1/2024	\$17.03			
*Cupertino, CA	1/1/2024	\$17.75			
*Daly City, CA	1/1/2024	\$16.62			
*East Palo Alto, CA	1/1/2024	\$17.10			
*El Cerrito, CA	1/1/2024	\$17.92			
*Emeryville, CA					
*Foster City, CA (within San Mateo County)					
*Foster City, CA (within San Mateo County)	1/1/2024	\$17.00			
*Fremont, CA					
*Half Moon Bay, CA	1/1/2024	\$17.01			
*Hayward, CA (≥ 26 employees)	1/1/2024	\$16.90			
*Hayward, CA (≤ 25 employees)	1/1/2024	\$16.00			
*Los Altos, CA	1/1/2024	\$17.75			
*Los Angeles, CA (≤ 25 employees)	7/1/2024	\$16.78			
*Los Angeles County	7/1/2024	\$16.90			
*Malibu, CA (≤ 25 employees)					
*Menlo Park, CA	1/1/2024	\$16.70			
*Milpitas, CA					
*Mountain View, CA	1/1/2024	\$18.75			
*Novato, CA (≥ 100 employees)	1/1/2024	\$16.86			
*Novato, CA (26 - 99 employees)	1/1/2024	\$16.60			
*Novato, CA (≤ 25 employees)	1/1/2024	\$16.04			
*Oakland, CA					
*Palo Alto, CA	1/1/2024	\$17.80			
*Pasadena, CA (≤ 25 employees)					
*Petaluma, CA (for all employees)	1/1/2024	\$17.45			
*Redwood City, CA	1/1/2024	\$17.70			
*Richmond, CA					
*San Carlos, CA	1/1/2024	\$16.87			
*San Diego, CA	1/1/2024	\$16.85			
*San Francisco, CA					
*San Jose, CA	1/1/2024	\$17.55			
*San Mateo, CA	1/1/2024	\$17.35			
*Santa Clara, CA	1/1/2024	\$17.75			
*Santa Monica, CA (≤ 25 employees)					
*Santa Rosa, CA (all employees	1/1/2024	\$17.45			
*Sonoma, CA (≥ 26 employees)					
*Sonoma, CA (≤ 25 employees)					
*South San Francisco, CA	1/1/2024	\$17.25			
*SunnyVale, CA	1/1/2024	\$18.55			
*West Hollywood, CA (≥ 50 employees)					
*West Hollywood, CA (≤ 49 employees)					
*West Hollywood, CA (Hotel Workers)					
Colorado	1/1/2024	14.42 (proposed)	11.40 (proposed)	\$55,000	\$1,057.69
Colorado - Highly Compensated Employee (HCE) Exemption				\$123,750	\$2379.81
*Denver, CO	1/1/2024	\$18.29			
Connecticut	1/1/2024	\$15.69		Follows Federal	Follows Federal
Delaware	1/1/2024	\$13.25		Follows Federal	Follows Federal
District of Columbia	7/1/2024	\$17.50	\$10.00	Follows Federal	Follows Federal
Florida	9/30/2024	\$13.00		Follows Federal	Follows Federal
Georgia	1/1/2024			Follows Federal	Follows Federal
Hawaii	1/1/2024	\$14.00	12.75	Follows Federal	Follows Federal
Illinois	1/1/2024	\$14.00		Follows Federal	Follows Federal
*Chicago, IL (≥ 21 employees)					
*Chicago, IL (4 - 20 employees)					

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Indiana				Follows Federal	Follows Federal
Iowa				Follows Federal	Follows Federal
Kansas				Follows Federal	Follows Federal
Kentucky				Follows Federal	Follows Federal
Louisiana				Follows Federal	Follows Federal
Maine	1/1/2024	\$14.15		\$42,450.20	\$816.35
*Portland, ME	1/1/2024	\$15.00			
*Rockland, ME	1/1/2024	\$15.00			
Maryland (all employees)	1/1/2024	\$15.00		Follows Federal	Follows Federal
*Montgomery County, MD (≥ 51 employees)					
*Montgomery County, MD (11 - 15 employees)					
*Montgomery County, MD (≤ 10 employees)	1/1/2024	\$15.00			
*Prince George’s County					
Massachusetts				Follows Federal	Follows Federal
Michigan	1/1/2024	\$10.33		Follows Federal	Follows Federal
Minnesota				Follows Federal	Follows Federal
*Minneapolis, MN (≥ 101 employees)	1/1/2024	\$10.85			
*Minneapolis, MN (≤ 100 employees)	1/1/2024	\$8.85			
*St Paul, MN (101 - 10,000 employees)	7/1/2024	\$15.57			
*St Paul, MN (6 - 100 employees)	7/1/2024	\$14.00			
*St Paul, MN (≤ 5 employees)	7/1/2024	\$12.25			
Mississippi				Follows Federal	Follows Federal
Missouri	1/1/2024	\$12.30	\$6.15	Follows Federal	Follows Federal
Montana	1/1/2024	\$10.30		Follows Federal	Follows Federal
Nebraska	1/1/2024	\$12.00		Follows Federal	Follows Federal
Nevada (all employees)	7/1/2024	\$12.00		Follows Federal	Follows Federal
New Jersey	1/1/2024	\$15.13		Follows Federal	Follows Federal
New Jersey (Small or Seasonal Employer)	1/1/2024	\$13.93			
New Jersey (Agricultural)	1/1/2024	\$12.81			
New Mexico				Follows Federal	Follows Federal
*Albuquerque, NM	1/1/2024	\$12.00			
*Bernalillo County, NM					
*Las Cruces, NM					
*Santa Fe, NM					
New York	1/1/2024	\$16.00			
*Remainder of State outside NYC (Food Service)	1/1/2024	\$15.00			
*Remainder of State outside NYC (Service Employees)	1/1/2024	\$15.00			
*Nassau, Suffolk & Westchester Counties, NY (Food Service)	1/1/2024	\$15.00			
*Nassau, Suffolk & Westchester Counties, NY (Service Employees)	1/1/2024	\$16.00			
New York City and Nassau, Suffolk, and Westchester counties – Administrative and Executive Exemption	1/1/2024			\$62,400	\$1,200
Remainder of the state – Administrative and Executive Exemption	1/1/2024			\$58,458.40	\$1,124.20
New York – Professional Exemption				Follows Federal	Follows Federal
North Carolina				Follows Federal	Follows Federal
North Dakota				Follows Federal	Follows Federal
Ohio	1/1/2024	\$10.45			
Oklahoma				Follows Federal	Follows Federal
Oregon				Follows Federal	Follows Federal
Oregon (Urban)					
Oregon (Non Urban)					
Pennsylvania	7/1/2024	\$11.00 (proposed)		Follows Federal	Follows Federal
Rhode Island	1/1/2024	\$14.00	\$3.89	Follows Federal	Follows Federal
South Carolina				Follows Federal	Follows Federal
South Dakota	1/1/2024	\$11.20		Follows Federal	Follows Federal
Tennessee				Follows Federal	Follows Federal
Texas				Follows Federal	Follows Federal
Utah				Follows Federal	Follows Federal
Vermont	1/1/2024	\$13.67		Follows Federal	Follows Federal
Virginia				Follows Federal	Follows Federal
Washington (all employees)	1/1/2024	\$16.28		\$67,724.80	\$1,302.40
Washington (≥ 51 employees)					
Washington (≤ 50 employees)					
*SeaTac, WA	1/1/2024	\$19.71			
*Seattle, WA (≥ 501 employees)	1/1/2024	\$19.97			
*Seattle, WA (≤ 500 employees)	1/1/2024	\$17.25			
West Virginia				Follows Federal	Follows Federal
Wisconsin				Follows Federal	Follows Federal
Wyoming				Follows Federal	Follows Federal
Puerto Rico	7/1/2024	\$10.50 (proposed)			
Virgin Islands				Follows Federal	Follows Federal
Guam				Follows Federal	Follows Federal