

2026 Minimum Wage & Salary Threshold

Jurisdiction	Effective Date	2026 Minimum Wage	2026 Tipped Minimum Wage	2026 Annual Salary Threshold For Exemption	2026 Weekly Salary Threshold For Exemption
Federal - Contractors	1/1/2025	\$13.30			
Federal - Executive, Administrative, Professional Exemption				\$35,568.00	\$684.00
Federal - Highly Compensated				\$107,432.00	
Alabama	N/A	\$7.25	\$2.13		Follows Federal
Alaska	7/1/2026	\$14.00		\$58,240.00	\$1,120.00
Arizona	1/1/2026	\$15.15	\$11.70		Follows Federal
*Flagstaff, AZ	1/1/2026	\$18.35	\$16.85		
*Tucson, AZ	1/1/2026	\$15.45			
Arkansas	1/1/2021	\$11.00	\$2.63		Follows Federal
California	1/1/2026	\$16.90		\$70,304.00	\$1,352.00
California (Computer Professional Employees)	1/1/2026	\$58.85		\$122,573.13	\$10,214.44 (monthly)
California (Fast Food Restaurant Employees)	1/1/2025	\$20.00			
California (Health Care Employees - Clinics	7/1/2026	\$25.00			
California (Health Care Employees - Other	7/1/2026	\$23.00			
*Alameda, CA	7/1/2026	\$17.76			
*Belmont, CA	1/1/2026	\$18.95			
*Berkeley, CA	7/1/2026	\$19.61			
*Burlingame, CA	1/1/2026	\$17.86			
*Cupertino, CA	1/1/2026	\$18.70			
*Daly City, CA	1/1/2026	\$17.50			
*East Palo Alto, CA	1/1/2026	\$17.90			
*El Cerrito, CA	1/1/2026	\$18.82			
*Emeryville, CA	7/1/2026	\$20.34			
*Foster City, CA (within San Mateo County)	1/1/2026	\$17.85			
*Fremont, CA	7/1/2026	\$18.05			
*Half Moon Bay, CA	1/1/2026	\$17.91			
*Hayward, CA (≥ 26 employees)	1/1/2026	\$17.79			
*Hayward, CA (≤ 25 employees)	1/1/2026	\$16.90			
*Los Altos, CA	1/1/2026	\$18.70			
*Los Angeles County	7/1/2026	\$18.47			
*Malibu, CA (≤ 25 employees)	7/1/2026	\$17.91			
*Menlo Park, CA	1/1/2026	\$17.55			
*Milpitas, CA	7/1/2026	\$18.50			
*Mountain View, CA	1/1/2026	\$19.70			
*Novato, CA (≥ 100 employees)	1/1/2026	\$17.73			
*Novato, CA (26 - 99 employees)	1/1/2026	\$17.46			
*Novato, CA (≤ 25 employees)	1/1/2026	\$16.90			
*Oakland, CA	7/1/2026	\$17.34			
*Oakland, CA Hotel Workers (with Health Benefits)	1/1/2025	\$18.36			
*Oakland, CA Hotel Workers (without Health Benefits)	1/1/2025	\$24.48			
*Palo Alto, CA	1/1/2026	\$18.70			
*Pasadena, CA	7/1/2026	\$18.57			
*Petaluma, CA	1/1/2026	\$18.31			
*Redwood City, CA	1/1/2026	\$18.65			
*Richmond, CA	1/1/2026	\$19.18			
*San Carlos, CA	1/1/2026	\$17.75			
*San Diego, CA	1/1/2026	\$17.75			
*San Francisco, CA	7/1/2026	\$19.61			
*San Jose, CA	1/1/2026	\$18.45			
*San Mateo, CA	1/1/2026	\$17.95			
*Santa Clara, CA	1/1/2026	\$18.70			
*Santa Monica, CA (≤ 25 employees)	7/1/2026	\$18.47			
*Santa Monica, CA (hotel employees)	7/1/2026	\$25.00			
*Santa Rosa, CA (all employees	1/1/2026	\$18.21			
*Sonoma, CA (≥ 26 employees)	1/1/2026	\$18.47			
*Sonoma, CA (≤ 25 employees)	1/1/2026	\$17.38			
*South San Francisco, CA	1/1/2026	\$18.15			
*SunnyVale, CA	1/1/2026	\$19.50			
*West Hollywood, CA	1/1/2026	\$20.25			
*West Hollywood, CA (Hotel Workers)	1/1/2026	\$20.22			
Colorado	1/1/2026	\$15.16	\$12.14	\$57,784.00	\$1,111.23
HCE (Highly Compensated Employees)				\$130,014.00	
*Denver, CO	1/1/2026	\$19.29	\$16.27		
*Boulder County, CO	1/1/2026	\$16.82	\$13.80		
*Edgewater, CO	1/1/2026	\$18.17	\$15.15		
Connecticut	1/1/2026	\$16.94	\$6.38		Follows Federal
Delaware	1/1/2025	\$15.00	\$2.23		Follows Federal
Florida	9/30/2025	\$14.00	\$10.98		
Florida	9/30/2026	\$15.00	\$11.98		Follows Federal
Georgia	N/A	\$7.25	\$2.13		
Hawaii	1/1/2026	\$16.00	\$14.75		Follows Federal
Idaho	N/A	\$7.25	\$3.35		
Illinois	1/1/2025	\$15.00	\$9.00		Follows Federal
*Chicago, IL (≥ 4 employees)	7/1/2026	\$17.05	\$12.96		

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Indiana	N/A	\$7.25	\$2.13		Follows Federal
Iowa	N/A	\$7.25	\$4.35		Follows Federal
Kansas	N/A	\$7.25	\$2.13		Follows Federal
Kentucky	N/A	\$7.25	\$2.13		Follows Federal
Louisiana	N/A	\$7.25	\$2.13		Follows Federal
Maine	1/1/2026	\$15.10	\$7.55	\$45,300.32	\$871.16
*Portland, ME	1/1/2026	\$16.75	\$8.38		
*Rockland, ME	1/1/2026	\$16.00	\$8.00		
Maryland (all employees)	1/1/2024	\$15.00	\$3.63		Follows Federal
*Howard County, MD (all employees)	7/1/2026	\$16.00			
*Montgomery County, MD (≥ 51 employees)	7/1/2026	\$18.00			
*Montgomery County, MD (11 - 15 employees)	7/1/2026	\$16.50			
*Montgomery County, MD (≤ 10 employees)	7/1/2026	\$15.95			
*Prince George’s County	1/1/2026	\$15.30			
Massachusetts	1/1/2023	\$15.00	\$6.75		Follows Federal
Michigan	1/1/2026	\$13.73	\$5.49		Follows Federal
Minnesota	1/1/2026	\$11.41			Follows Federal
*Minneapolis, MN	1/1/2026	\$16.37			
*St Paul, MN (6 - 100 employees)	7/1/2026	\$16.37			
*St Paul, MN (≤ 5 employees)	7/1/2026	\$14.25			
Mississippi	N/A	\$7.25	\$2.13		Follows Federal
Missouri	1/1/2026	\$15.00	\$6.88		Follows Federal
Montana	1/1/2026	\$10.85			Follows Federal
Nebraska	1/1/2026	\$15.00	\$2.13		Follows Federal
Nevada (all employees)	7/1/2025	\$12.00			Follows Federal
New Hampshire	N/A	\$7.25	\$3.27		Follows Federal
New Jersey	1/1/2026	\$15.92	\$6.05		Follows Federal
New Jersey (Small or Seasonal Employer)	1/1/2026	\$15.23			
New Jersey (Agricultural)	1/1/2026	\$14.20			Follows Federal
New Jersey (Long Term Care Staff)	1/1/2026	\$18.92			
New Mexico	1/1/2023	\$12.00	\$3.00		Follows Federal
*Albuquerque, NM	1/1/2025	\$12.00			
*Las Cruces, NM	1/1/2026	\$13.01	\$5.20		
*Santa Fe, NM	3/1/2026	\$15.40	\$4.62		
*Santa Fe County, NM	3/1/2026	\$15.40	\$4.62		
New York- Rest of NY	1/1/2026	\$16.00	\$10.85		
*Nassau, Suffolk & Westchester Counties, NYC	1/1/2026	\$17.00	\$11.35		
*New York City and Nassau, Suffolk, and Westchester counties – Administrative and Executive Exemption	1/1/2026			\$66,300.00	\$1,275.00
*Remainder of the state – Administrative and Executive Exemption	1/1/2026			\$62,353.00	\$1,199.10
*New York – Professional Exemption				Follows Federal	Follows Federal
North Carolina	N/A	\$7.25	\$2.13		Follows Federal
North Dakota	N/A	\$7.25	\$4.86		Follows Federal
Ohio	1/1/2026	\$11.00	\$5.50		Follows Federal
Oklahoma	N/A	\$7.25	\$3.63		Follows Federal
Oregon	7/1/2026	\$15.55			Follows Federal
Oregon (Urban) includes: Clackamas, Multnomah, & Washington Counties	7/1/2026	\$16.80			
Oregon (Non Urban) includes: Baker, Coos, Crook, Curry, Douglas, Gilliam, Grant, Harney, Jerfferson , Klamath, Lake, Malheur, Morrow, Sherman, Umatilia, Union, Wallowa, and Wheeler	7/1/2026	\$14.55			
Pennsylvania	N/A	\$7.25	\$2.83		Follows Federal
Rhode Island	1/1/2026	\$16.00	\$3.89		Follows Federal
South Carolina	N/A	\$7.25	\$2.13		Follows Federal
South Dakota	1/1/2026	\$11.85	\$5.93		Follows Federal
Tennessee	N/A	\$7.25	\$2.13		Follows Federal
Texas	N/A	\$7.25	\$2.13		Follows Federal
Utah	N/A	\$7.25	\$2.13		Follows Federal
Vermont	1/1/2026	\$14.42	\$7.21		Follows Federal
Virginia	1/1/2026	\$12.77	\$2.13		Follows Federal
Washington (all employees)	1/1/2026	\$17.13		\$80,168.40	\$1,541.70
Washington - Exempt Computer Professionals	1/1/2026	\$59.96			
*SeaTac, WA	1/1/2026	\$20.74			
*Seattle, WA	1/1/2026	\$21.30			
*Bellingham, WA	1/1/2026	\$19.13			
West Virginia	1/1/2026	\$12.00	\$2.62		Follows Federal
Wisconsin	N/A	\$7.25	\$2.33		Follows Federal
Wyoming	N/A	\$7.25	\$2.13		Follows Federal
District of Columbia	7/1/2026	\$18.40	\$12.00		
Puerto Rico	7/1/2024	\$10.50	\$2.13		Follows Federal
Virgin Islands	4/24/26	\$12.00	\$4.80		Follows Federal
Guam	9/1/2021	\$9.25			