

# 2024 Minimum Wage Changes

The content below is current as of **November 16, 2023** and is subject to change. To assist you with planning, the following is a list of some of the states and localities with upcoming increases in their minimum wage rates. We've also provided links to resources that provide additional details regarding rates and coverage. Unless indicated otherwise, these updates are effective **January 1, 2024**.

**Important:** As always, it is the employer's obligation to ensure you comply with federal, state, and local wage requirements. Paychex will not make any changes to your payroll, including changes to employee wage rates, without your express instructions to do so. If you have questions, please contact your service representative.

**Note:** For any state or local industry-specific wage rates, review applicable agency websites or consult with your legal or financial advisor.

State	Minimum Wage	Tipped Employees Minimum Cash Wage
<a href="#">Alaska</a>	\$11.73	N/A <sup>1</sup>
<a href="#">Arizona</a>	\$14.35	\$11.35
<a href="#">California</a>	\$16.00	N/A <sup>1</sup>
<a href="#">Colorado</a>	\$14.42	\$11.40
<a href="#">Connecticut</a>	\$15.69	\$6.38 <sup>2</sup> non-bartenders \$8.23 <sup>2</sup> bartenders
<a href="#">Delaware</a>	\$13.25	\$2.23 <sup>2</sup>
<a href="#">Hawaii</a>	\$14.00	\$12.75
<a href="#">Illinois</a>	\$14.00	\$8.40
<a href="#">Maine</a>	\$14.15	\$7.08
<a href="#">Maryland</a>	\$15.00	\$3.63 <sup>2</sup>
<a href="#">Michigan</a>	\$10.33	\$3.93

State	Minimum Wage	Tipped Employees Minimum Cash Wage
<a href="#">Minnesota</a>	<b>Large employers</b> (businesses with annual gross revenues of \$500,000 or more): \$10.85  <b>Small employers</b> (businesses with annual gross revenues of less than \$500,000): \$8.85	N/A <sup>1</sup>
<a href="#">Missouri</a>	\$12.30	\$6.15
<a href="#">Montana</a>	\$10.30	N/A <sup>1</sup>
<a href="#">Nebraska</a>	\$12.00	\$2.13 <sup>2</sup>
<a href="#">New Jersey</a> <sup>4</sup>	\$15.13 <sup>3</sup>	\$5.26 <sup>2</sup>
<a href="#">New York</a> <sup>4</sup>	<b>NYC and Nassau, Suffolk, and Westchester counties</b> - \$16.00  <b>Remainder of NY state</b> - \$15.00	<b>NYC and Nassau, Suffolk, and Westchester counties</b> Food Service - \$10.65 <sup>5</sup> Service - \$13.35 <sup>5</sup>  <b>Remainder of NY state</b> Food Service - \$10.00 <sup>5</sup> Service - \$12.50 <sup>5</sup>
<a href="#">Ohio</a>	\$10.45 (current federal minimum wage applies to businesses who gross under \$385,000)	\$5.25
<a href="#">Rhode Island</a>	\$14.00	\$3.89 <sup>2</sup>
<a href="#">South Dakota</a>	\$11.20	\$5.60
<a href="#">Vermont</a>	\$13.67	\$6.84
<a href="#">Washington</a>	\$16.28	N/A <sup>1</sup>

<sup>1</sup>Jurisdiction does not permit employers to take a tip credit; the minimum cash wage is the minimum wage

<sup>2</sup>These rates haven't changed

<sup>3</sup>The minimum wage rate in New Jersey is different for seasonal and agricultural employers, as well as long term care facility direct care staff

<sup>4</sup>Minimum wage rates may vary by industry and/or location

<sup>5</sup>Rates are proposed at the time of publication

Several states have established exemptions from state minimum wage and/or overtime requirements under state law where employees are paid a certain minimum weekly salary or certain minimum hourly amount and perform certain duties. The following is a list of changes:

- Alaska, California, Colorado, Maine, and Washington are increasing the state weekly minimum salary level for certain state exemptions on January 1, 2024.
- [New York](#) has announced proposed increases to the state weekly minimum salary level for certain exemptions as of January 1, 2024. For more information, visit the New York DOL [Minimum Wage Frequently Asked Questions](#), page 2, question 2.

We are happy to assist you in making changes to your employees’ pay rates if required. Please review your payroll to determine if your business and employees are affected by these changes and notify us of any necessary adjustments. Failure to comply with minimum wage laws may result in substantial penalties.

**Important:** As always, it is the employer’s obligation to ensure you comply with federal, state, and local wage requirements. Paychex will not make any changes to your payroll, including changes to employee wage rates, without your express instructions to do so.

## Local Minimum Wages

The new local minimum wage rates are listed below with links to resources that provide additional details regarding rates and coverage. Unless indicated otherwise, these updates are **effective January 1, 2024**:

### Arizona

Local Jurisdiction	Minimum Wage	Tipped Employees Minimum Cash Wage
<a href="#">Flagstaff</a>	\$17.40	\$15.90

### California

Local Jurisdiction	Minimum Wage	Local Jurisdiction	Minimum Wage
<a href="#">Belmont</a>	\$17.35	<a href="#">Daly City</a>	\$16.62
<a href="#">Burlingame</a>	\$17.03	<a href="#">East Palo Alto</a>	\$17.10
<a href="#">Cupertino</a>	\$17.75	<a href="#">El Cerrito</a>	\$17.92

## California

Local Jurisdiction	Minimum Wage	Local Jurisdiction	Minimum Wage
<a href="#">Foster City</a>	\$17.00	<a href="#">Palo Alto</a>	\$17.80
<a href="#">Half Moon Bay</a>	\$17.01	<a href="#">Petaluma</a>	\$17.45
<a href="#">Hayward</a>	Large employer (26-99 employees): \$16.90	<a href="#">Redwood City</a>	\$17.70
<a href="#">Los Altos</a>	\$17.75	<a href="#">San Carlos</a>	\$16.87
<a href="#">Menlo Park</a>	\$16.70	<a href="#">San Diego</a>	\$16.85
<a href="#">Mountain View</a>	\$18.75	<a href="#">San Jose</a>	\$17.55
<a href="#">Novato</a>	<b>Very large employer</b> (100 or more employees): \$16.86	<a href="#">San Mateo</a>	\$17.35
	<b>Large employer</b> (26-99 employees): \$16.60	<a href="#">Santa Clara</a>	\$17.75
<a href="#">Oakland</a>  <a href="#">Oakland Hotel Employees</a>	<b>Small employer</b> (1-25 employees): \$16.04	<a href="#">Santa Rosa</a>	\$17.45
	\$16.50 \$17.94 (with health benefits) \$23.91 (without health benefits)	<a href="#">Sonoma</a>	<b>Large employers</b> (26 or more employees): \$17.60  <b>Small employers</b> (25 or fewer employees): \$16.56
		<a href="#">South San Francisco</a>	\$17.25
		<a href="#">Sunnyvale</a>	\$18.55

## Colorado

Local Jurisdiction	Minimum Wage	Tipped Employees Minimum Cash Wage
<a href="#">Denver</a>	\$18.29	\$15.27
<a href="#">Boulder County</a>	\$15.69	\$12.67
<a href="#">Edgewater</a>	\$15.02	\$12.00

## Maine

Local Jurisdiction	Minimum Wage	Tipped Employees Minimum Cash Wage
<a href="#">Portland</a>	\$15.00	\$7.50
<a href="#">Rockland</a>	\$15.00	\$7.50

## Maryland

Local Jurisdiction	Minimum Wage	Tipped Employees Minimum Cash Wage
<a href="#">Howard County</a>	<b>Small employer:</b> (14 or fewer employees) \$14.00	\$3.63 <sup>2</sup>

## Minnesota

Local Jurisdiction	Minimum Wage	Tipped Employees Minimum Cash Wage
<a href="#">Minneapolis</a>	<b>Large employer</b> (more than 100 employees): \$15.57	**Note
<a href="#">St. Paul</a>	<b>Macro business</b> (more than 10,000 employees) and large business (101-10,000 employees): \$15.57	**Note

## New Mexico

Local Jurisdiction	Minimum Wage	Tipped Employees Minimum Cash Wage
<a href="#">Las Cruces</a>	\$12.36	\$4.95

## Washington

Local Jurisdiction	Minimum Wage
<a href="#">Seatac</a>	\$19.71
<a href="#">Seattle</a>	<b>Large employer</b> (501 or more employees): \$19.97 <b>Small employer</b> (500 or fewer employees): \$19.97 (paid less than \$2.72/hour in medical benefits or tips) \$17.25 (paid \$2.72/hour or more in medical benefits or tips)
<a href="#">Tukwila</a>	<b>Large employer</b> (501 or more employees): \$20.29 <b>Small employer</b> (500 or fewer employees): \$18.29

\*\*Note: Jurisdiction does not permit employers to take a tip credit; the minimum cash wage is the minimum wage.

We are happy to assist you in making changes to your employees' pay rates if required. Please review your payroll to determine if your business and employees are affected by these changes and notify us of any necessary adjustments. Failure to comply with minimum wage laws may result in substantial penalties. If you have questions, please contact your service representative.

The content contained within this document reflects the most current information at the time of its release and is subject to change.