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Raises from Coast to Coast in 2024

65 Cities, Counties, and States Will Raise Minimum Wages on January 1st—Most Reaching or Exceeding \$15—With 25 Additional Jurisdictions Lifting Pay Later in 2024

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In 2024, a near-record number of states and localities will increase their minimum wages. These increases are the result of underpaid workers organizing, demanding, and winning higher wages over the past decade. This worker movement has not only led to the adoption of higher state and local minimum wages—it has also helped seed new worker activism and mobilization across our economy and led to greater equity for workers of color.¹

Summary of Wage Increases in 2024

On January 1, 2024, the minimum wage will increase in 22 states and 43 cities and counties. In 47 of those jurisdictions, the wage floor will reach or exceed \$15 per hour for some or all employees, including 1 state and 26 localities where the wage floor will reach or exceed \$17 per hour for some or all employers.

Later in 2024, 3 states and 22 local jurisdictions will likewise lift their wage floors—20 of them to \$15 or more for some or all employers, including 15 localities which will reach or exceed a \$17 minimum wage for some or all employers.

In total, 85 jurisdictions—25 states and 60 cities and counties—will raise their minimum wage floors by the end of 2024.ⁱ Of those 85 jurisdictions, 62 (7 states and 55 cities and counties) will meet or exceed a \$15 minimum wage for some or all employees.



ⁱ Five local jurisdictions (Howard County and Montgomery County, MD; St. Paul and Minneapolis, MN; and Tukwila, WA) are expected to increase their minimum wages twice in 2024 but are counted once in the year's grand total.



Photo credit: Fight for \$15 and a Union

Following the passing of Bertha Montes, who worked at McDonald's and was forced by management to work while sick, workers from her former store; Montes' family members; and Monterey Park Fight for \$15, including union leaders Angelica Hernandez and Yolanda Santiago, organized an 8-day strike. This photo was taken on June 5, 2023.

Below is a summary of what to expect:

- **On January 1st**, wage floors will increase in 22 states and 43 cities and counties, for a total of 65 jurisdictions (Table 1).
 - **In 6 states and 41 cities and counties**, the minimum wage will reach or exceed **\$15 per hour** for some or all employees.
 - In 27 of those jurisdictions (1 state and 26 localities), the wage floor will reach or exceed **\$17 per hour** for some or all employees.
 - **In 14 states and 36 cities and counties**, the minimum wage will increase due to **cost-of-living adjustments**—including New Jersey, which is implementing step increases for small employers, and seasonal, agricultural, and long-term care workers, while adjusting the wage floor for large employers to reflect inflation; and Tukwila, WA, which has already reached its target wage for large employers and is adjusting it to the rate of inflation, while it continues to implement step increases for mid-size employers.
- **Later in 2024**, 3 states and 22 cities and counties will follow with additional minimum wage increases, for a total of 25 jurisdictions (Table 2).

- Among these jurisdictions are Howard County and Montgomery County, MD; Minneapolis and Saint Paul, MN; and Tukwila, WA, which will raise their minimum wages twice (January 1st or July 1st, depending on the size of the employer).
 - **In 1 state and 19 cities and counties**, the minimum wage will **reach or exceed \$15 per hour** for some or all employers.
 - In 15 of the local jurisdictions, the wage floor will reach or exceed **\$17 per hour**.
 - **In 1 state and 20 cities and counties**, the minimum wage will increase due to **cost-of-living adjustments**—including Washington, DC, which will adjust its standard minimum wage to account for inflation while it continues to phase out its lower wage for tipped workers through step increases; Chicago, IL, which has already reached or exceed its target minimum wage of \$15 for most employers and will adjust this rate to account for inflation in 2024, while continuing to phase in a \$15 minimum wage for certain young workers; and St. Paul, MN which has already reached or exceed its target minimum wage of \$15 for the largest employers and will adjust this rate to account for inflation in 2024, while continuing to phase in a \$15 minimum wage for small- and micro-sized employers.
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- **Six states and 53 cities and counties will have surpassed a \$15 minimum wage** for some or all employees by the end of 2024 (Table 3), including 1 state and 40 localities which will have reached or surpassed a \$17 minimum wage.
 - **Five states** (Arkansas, Massachusetts, New Mexico, Virginia, and West Virginia) will not raise their minimum wages in 2024 but have wage floors above the federal minimum wage (Table 4).
 - **Since 2012, a total of 13 states** have adopted a path to a \$15 (or higher) minimum wage: California, Connecticut, Delaware, Florida, Hawaii, Illinois, Maryland, Massachusetts, Nebraska, New Jersey, New York, Rhode Island, and Virginia. In addition, although Oregon and Washington State adopted wage floors with original target rates under \$15, indexing provisions in the laws have boosted their wage floors above \$15 for some or all workers in recent years.



Minimum Wage Victories in 2023 and a Look Forward to 2024

The movement for higher wages picked up momentum with important minimum wage victories in 2023 (see below); and this momentum is expected to continue in 2024. Many of the recent victories and ongoing minimum wage campaigns call for significantly higher wage floors of \$20 or above, and none call for less than \$15—signaling the strength of the movement and a recognition that robust wage increases are needed especially in a post-pandemic, high inflation economic environment. Some of these campaigns are also demanding equal wages and treatment for all workers including those earning tips, signaling the increasing importance of equitable wage policies.



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higher wage floors of \$20 or above, and none call for less than \$15—signaling the strength of the movement.

In 2023, workers won significant minimum wage victories in Maryland (an accelerated path to \$15 affecting over 160,000 workers);² California (a \$20 minimum wage for fast food workers³ and the creation of a Fast Food Council to set wages and propose other labor standards for the industry,⁴ and separately a \$25 by 2026–2033 minimum wage for health care workers⁵); Edgewater, CO (\$21.99 by 2028)⁶; Boulder County, CO (\$25 by 2030 in unincorporated areas of the county);⁷ and Chicago (one fair wage for tipped workers by 2028).⁸

It is likely that 2024 will deliver additional victories to underpaid workers. A number of ongoing ballot and legislative campaigns are expected to be decided next year, including:

- **Alaska:** Ballot campaign for \$15 by 2027 minimum wage, plus earned sick leave.⁹ Status: Collecting signatures.
- **Arizona:** Ballot campaign for cost-of-living adjustments plus \$1 in 2025 and 2026, and one fair wage for tipped workers by 2027.¹⁰ Status: Collecting signatures.
- **California:** \$18 by 2025–2026.¹¹ Status: Qualified for November 2024 ballot.
- **Massachusetts:** Legislative campaign for \$20 by 2027.¹² Status: In committee. Separate ballot campaign for one fair wage by 2029.¹³ Status: Signatures filed with local registrars.
- **Michigan:** Ballot campaign for \$15 by 2027 and one fair wage by 2028.¹⁴ Status: Lawsuit challenging decision of 2-2 party-line vote by Board of Canvassers to block initiative from appearing on 2024 ballot has been filed.¹⁵ Separately, there is ongoing litigation challenging the “adopt and amend” tactic used in 2018 by a Republican legislature to gut a 2018 minimum wage petition that had gathered the required signatures.¹⁶ Status: Latest decision appealed to the Michigan Supreme Court.

- **Missouri:** Ballot initiative for \$15 by 2026, plus earned sick leave.¹⁷ Status: Collecting signatures.
- **New York:** Possible legislative campaign to strengthen the minimum wage deal that was struck in 2023. Status: Coalition weighing options. Separate legislative campaign for one fair wage by 2027 in New York City and Nassau, Suffolk, and Westchester counties, and by 2028 upstate.¹⁸ Status: Bill introduced.
- **Ohio:** \$15 by 2028, and one fair wage by 2029.¹⁹ Status: Collecting signatures.
- **Oklahoma:** \$15 by 2029.²⁰ Status: Collecting signatures.
- **Boulder County, CO:** Legislative campaigns in cities within Boulder County are expected. Wage rates are TBD.²¹ Status: Local legislators weighing options.
- **Montgomery County, MD:** Legislative campaign for one fair wage by 2028. Status: Bill introduced.²²
- **Prince George's County, MD:** Legislative campaign for one fair wage. Status: Bill introduction pending.²³

On July 21, 2023, a McDonald's worker joined a strike against the company to protest unsafe working conditions related to heat. Workers assert that McDonald's had forced them to work in temperatures over 100°F without air conditioning.

Names of workers in this photo: Unknown woman holding her hands up; and Angela Kissinger, Jack in the Box worker and leader in the Fight for \$15 and a Union, holding a young child.



Thanks to the Fight for \$15, a \$15 Wage Gains Acceptance, Even Among Many Employers Who Are Not Typically Pro-Worker

Over the past decade, workers organizing under the banner of the Fight for \$15 have not only won legislative campaigns and ballot initiatives to raise wages, they have also been successful in conventionalizing a \$15 minimum wage. Since 2012, several employers—big and small—have announced wage policies of *at least \$15 per hour*, including retailers and food sector employers. These include:

- **Amazon** (employing 1.3 million workers, stated wages of at least \$15, including 59 percent of whom are paid between \$16 and \$20 per hour²⁴);
- **Bank of America** (which adopted a \$25 by 2025 minimum pay policy,²⁵ and employs a total workforce of 213,000 workers²⁶);
- **Barclays** (which adopted a \$20.50 minimum pay policy in 2022,²⁷ and employs over 10,600 workers in the U.S.²⁸);
- **Best Buy** (which adopted a \$15 wage floor in 2020,²⁹ and employs 90,000 workers in the U.S. and Canada);
- **Charter Communications** (which adopted a \$20 by 2022 minimum pay policy,³⁰ and employs over 100,000 workers³¹);
- **Chobani** (which raised its pay floor to \$20 in 2023, and employs 2,700 workers³²);
- **Costco** (employing over 126,000 workers, virtually all of whom earn at least \$16 per hour³³);
- **CVS Pharmacy** (employing over 190,000 workers, 68 percent of whom earn at least \$15 per hour³⁴);
- **Fifth Third Bank** (which raised its pay floor to \$20 in 2022, and employs over 20,000 workers³⁵);
- **Hobby Lobby** (which raised its pay floor to \$18.50 in 2022, and employs more than 43,000 workers³⁶);
- **Home Depot** (which raised its minimum pay to \$15 in 2023,³⁷ and employs more than 345,000 workers³⁸);
- **Ikea** (which raised its minimum pay to \$16 in 2021,³⁹ and employs more than 14,000 workers in the U.S.⁴⁰);
- **LabCorp** (which raised its minimum pay to \$15 in 2021, and employs more than 70,000 workers⁴¹);
- **Macy's** (which raised its minimum pay to \$15 in 2022, affecting over 100,000 of its workers⁴²);
- **PNC Bank** (which raised its minimum pay to \$18 in 2021, affecting over 20,000 of its workers⁴³);



Over the past decade, workers organizing under the banner of the Fight for \$15 have not only won minimum wage campaigns, but they have also been successful in conventionalizing a \$15 minimum wage among private employers.



Photo credit: Fight for \$15 and a Union

Fast food workers and allies marched outside a McDonald's in Los Angeles on April 13, 2023, to celebrate the conclusion of a 3-year battle against retaliation for strike activities. The California Labor Commissioner ruled in favor of workers and ordered the company to pay \$113,000 to four workers after firing them for striking against unsafe working conditions related to the COVID-19 pandemic in the summer of 2020. Names of workers in this photo: Lorena Gonzalez (front); unknown others.

- **Sam's Club** (which raised its minimum pay to \$15 in 2021, benefiting approximately 5,000 of its 100,000 workers⁴⁴);
- **Starbucks** (which adopted a \$15 by 2022 minimum pay policy⁴⁵ and most recently announced further raises of 3% to 5% in 2024.⁴⁶ The company employs over 225,000 workers⁴⁷);
- **Target** (which pays at least \$15 per hour, and in 2022 announced a \$24 minimum wage policy for some workers; the company employs 350,000 workers⁴⁸);
- **T-Mobile** (which adopted a \$20 minimum pay policy in 2021;⁴⁹ the company employs over 70,000 workers⁵⁰);
- **USAA** (which raised its minimum pay to \$21 in 2021;⁵¹ the company employs over 36,000 workers⁵²);
- **Verizon** (which raised its minimum pay to \$20 in 2022;⁵³ the company employs over 117,000 workers⁵⁴);
- **Walgreens** (which raised its minimum pay to \$15 in 2022;⁵⁵ the company employs over 238,000 workers⁵⁶).

One notable exception is **Walmart**, which has adopted a \$15-or-above minimum pay policy for some of its workforce (such as those in leadership positions, or working in the deli or bakery departments),⁵⁷ but continues to maintain a sub-\$15 pay policy for around 51 percent of its workforce,⁵⁸ and has even implemented wage cuts for newly hired workers in recent months.⁵⁹

On September 28, 2023, Fight for \$15 and a Union workers and their families celebrated the signing of AB 1228 by California Governor Gavin Newsom.

Names of workers in this photo: Jackie Orozco; Crystal Orozco; Veronica Aguilar; Laura Pozos; Angelica Hernandez; Anniesha Williams; and Romualda Alcazar.



Table 1. State and Local Minimum Wage Increases on January 1, 2024

Jurisdiction	Minimum Wage Law	New Minimum Wage	New Tipped Wage	Current Minimum Wage	Current Tipped Wage	Step or Inflation Adjustment (CPI)
State						
Alaska ⁶⁰	\$9.75 by 2016	\$11.73	One fair wage	\$10.85	One fair wage ⁱⁱ	CPI
Arizona ⁶¹	\$12.00 by 2020	\$14.35	\$11.35	\$13.85	\$10.85	CPI
California ⁶²	\$15.00 by 2022–2023	\$16.00	One fair wage	\$15.50	One fair wage	CPI
Colorado ⁶³	\$12.00 by 2020	\$14.42	\$11.40	\$13.65	\$10.63	CPI
Connecticut ⁶⁴	\$15.00 by 2023	\$15.69	Servers: \$6.38 Bartenders: \$8.23 (no change)	\$15.00	Servers: \$6.38 Bartenders: \$8.23	CPI
Delaware ⁶⁵	\$15.00 by 2025	\$13.25	\$2.23 (no change)	\$11.75	\$2.23	Third step
Hawaii ⁶⁶	\$18.00 by 2028	\$14.00	\$12.75	\$12.00	\$11.00	Second step
Illinois ⁶⁷	\$15.00 by 2025	\$14.00	\$8.40	\$13.00	\$7.80	Sixth step
Maine ⁶⁸	\$12.00 by 2020	\$14.15	\$7.08	\$13.80	\$6.90	CPI
Maryland ⁶⁹	\$15.00 by 2024 (amended law)	\$15.00	\$3.63 (no change)	\$13.25 (large empl.) \$12.80 (small empl.)	\$3.63	Last step (amended law)

ⁱⁱ “One fair wage” in this report refers to minimum wage policies that require the same wage floor for tipped and non-tipped workers alike.

Michigan ⁷⁰	\$12.05 by 2030; or \$12 by 2022 & One fair wage (pending outcome of litigation) ⁷¹	\$10.33	\$3.93	\$10.10	\$3.84	Step increase
Minnesota ⁷²	\$7.75–\$9.50 by 2016	\$10.85 (large empl.) \$8.85 (small empl.)	One fair wage	\$10.59 (large empl.) \$8.63 (small empl.)	One fair wage	CPI
Missouri ⁷³	\$12.00 by 2023	\$12.30	\$6.15	\$12.00	\$6.00	CPI
Montana ⁷⁴	2006 Ballot	\$10.30	One fair wage	\$9.95	One fair wage	CPI
Nebraska ⁷⁵	\$15.00 by 2026	\$12.00	\$2.13 (no change)	\$10.50	\$2.13	Second step
New Jersey ⁷⁶	\$15.00 by 2024–2027	\$15.13 (standard) \$13.73 (seasonal, small employers) \$12.81 (ag. workers) \$18.13 (long-term care workers)	\$5.26	\$14.13 (standard) \$12.93 (seasonal, small empl.) \$12.01 (ag. workers) \$17.13 (long-term care workers)	\$5.26	Sixth step + CPI
New York ⁷⁷	\$16.00–\$17.00 by 2026	\$16.00 (NYC, Long Island, & Westchester County) \$15.00 (Upstate)	Proposed tipped rates range between \$10 and \$13.35, depending on region and occupation; (applies to hospitality industry only)	\$15.00 (NYC, Long Island, & Westchester County) \$14.20 (Upstate)	\$9.45–\$12.50 (varies by region and occupation; applies to hospitality industry only)	First step
Ohio ⁷⁸	Constitutional Amend. (2006)	\$10.45	\$5.25	\$10.10	\$5.05	CPI
Rhode Island ⁷⁹	\$15.00 by 2025	\$14.00	\$3.89 (no change)	\$13.00	\$3.89	Third step
South Dakota ⁸⁰	\$8.50 by 2015	\$11.20	\$5.60	\$10.80	\$5.40	CPI
Vermont ⁸¹	\$12.55 by 2022	\$13.67	\$6.84	\$13.18	\$6.59	CPI

Washington State ⁸²	\$13.50 by 2020	\$16.28	One fair wage	\$15.74	One fair wage	CPI
Local						
Flagstaff, AZ ⁸³	\$15.50 by 2022 & One fair wage	\$17.40	\$15.90	\$16.80	\$14.80	CPI
Tucson, AZ ⁸⁴	\$15.00 by 2025	\$14.35 (matches state rate)	\$11.35 (matches state rate)	\$13.85 (matches state rate)	\$10.85 (matches state rate)	Third step
Belmont, CA ⁸⁵	\$15.90 by 2021	\$17.35	One fair wage	\$16.75	One fair wage	CPI
Burlingame, CA ⁸⁶	\$15.00 by 2021	\$17.03	One fair wage	\$16.47	One fair wage	CPI
Cupertino, CA ⁸⁷	\$15.00 by 2019	\$17.75	One fair wage	\$17.20	One fair wage	CPI
Daly City, CA ⁸⁸	\$15.00 by 2021	\$16.62	One fair wage	\$16.07	One fair wage	CPI
East Palo Alto, CA ⁸⁹	\$15.00 by 2021	\$17.00	One fair wage	\$16.50	One fair wage	CPI
El Cerrito, CA ⁹⁰	\$15.00 by 2019	\$17.92	One fair wage	\$17.35	One fair wage	CPI
Foster City, CA ⁹¹	\$16.50 by 2023	\$17.00	One fair wage	\$16.50	One fair wage	CPI
Half Moon Bay, CA ⁹²	\$15.00 by 2021	\$17.01	One fair wage	\$16.45	One fair wage	CPI
Hayward, CA ⁹³	\$14.00–\$15.00 by 2021	\$16.90 (large empl.) \$16.00 (small empl.)	One fair wage	\$16.34 (large empl.) \$15.50 (small empl.)	One fair wage	CPI
Los Altos, CA ⁹⁴	\$15.00 by 2019	\$17.75	One fair wage	\$17.20	One fair wage	CPI
Menlo Park, CA ⁹⁵	\$15.00 by 2020	\$16.70	One fair wage	\$16.20	One fair wage	CPI

Mountain View, CA ⁹⁶	\$15.00 by 2018	\$18.75	One fair wage	\$18.15	One fair wage	CPI
Novato, CA ⁹⁷	\$15.00 by 2020–2022	\$16.86 (very large empl.) \$16.60 (large empl.) \$16.04 (small empl.)	One fair wage	\$16.32 (very large empl.) \$16.07 (large empl.) \$15.53 (small empl.)	One fair wage	CPI
Oakland, CA ⁹⁸	\$12.25 by 2015	\$16.50	One fair wage	\$15.97	One fair wage	CPI
Palo Alto, CA ⁹⁹	\$15.00 by 2019	\$17.80	One fair wage	\$17.25	One fair wage	CPI
Petaluma, CA ¹⁰⁰	\$15.00 by 2020–2021	\$17.45	One fair wage	\$17.06	One fair wage	CPI
Redwood City, CA ¹⁰¹	\$15.00 + CPI by 2020	\$17.70	One fair wage	\$17.00	One fair wage	CPI
Richmond, CA ¹⁰²	\$15.00 by 2019	\$17.20	One fair wage	\$16.17	One fair wage	CPI
San Carlos, CA ¹⁰³	\$15.00 + CPI by 2021	\$16.87	One fair wage	\$16.32	One fair wage	CPI
San Diego, CA ¹⁰⁴	\$11.50 by 2017	\$16.85	One fair wage	\$16.30	One fair wage	CPI
San Jose, CA ¹⁰⁵	\$15.00 by 2019	\$17.55	One fair wage	\$17.00	One fair wage	CPI
San Mateo, CA ¹⁰⁶	\$15.00 by 2019–2020	\$17.35	One fair wage	\$16.75	One fair wage	CPI
San Mateo County, CA ¹⁰⁷	\$16.50 by 2023	\$17.06	One fair wage	\$16.50	One fair wage	CPI
Santa Clara, CA ¹⁰⁸	\$15.00 by 2019	\$17.75	One fair wage	\$17.20	One fair wage	CPI
Santa Rosa, CA ¹⁰⁹	\$15.00 by 2020–2021	\$17.45	One fair wage	\$17.06	One fair wage	CPI

Sonoma, CA ¹¹⁰	\$16.00–\$17.00 by 2023	\$17.60 (large empl.) \$16.56 (small empl.)	One fair wage	\$17.00 (large empl.) \$16.00 (small empl.)	One fair wage	CPI
South San Francisco, CA ¹¹¹	\$15.00 by 2020	\$17.25	One fair wage	\$16.70	One fair wage	CPI
Sunnyvale, CA ¹²³	\$15.00 by 2018	\$18.55	One fair wage	\$17.95	One fair wage	CPI
Boulder County, CO ¹¹³	\$25.00 by 2030	\$15.69	\$12.67	\$13.65 (state rate)	\$10.63 (state rate)	First step
Denver, CO ¹¹⁴	\$15.87 by 2022	\$18.29	\$15.27	\$17.29	\$14.27	CPI
Edgewater, CO ¹¹⁵	\$21.99 by 2028	\$15.02	\$12.00	\$13.65 (state rate)	\$10.63 (state rate)	First step
Portland, ME ¹¹⁶	\$15.00 by 2024	\$15.00	\$7.50	\$14.00	\$7.00	Last step
Rockland, ME ¹¹⁷	\$15.00 by 2024 (applies to large employers)	\$15.00 (large empl.) \$14.15 (small empl., state rate)	\$7.50 (large empl.) \$7.08 (small empl., state rate)	\$14.00 (large empl.) \$13.80 (small empl., state rate)	\$7.00 (large empl.) \$6.90 (small empl., state rate)	Last step
Howard County, MD ¹¹⁸	\$16.00 by 2025–2026	\$15.00 (small empl.; state acceleration bill) (see also Table 2)	\$3.63 (no change)	\$15.00 (govt. & large empl.) \$13.25 (small empl.)	\$3.63	Fourth step
Montgomery County, MD ¹¹⁹	\$15.00 by 2021–2024	\$15.00 (small empl.; state acceleration bill) (see also Table 2)	\$4.00 (no change)	\$16.70 (large empl.) \$15.00 (mid-size empl.) \$14.50 (small empl.)	\$4.00	Accelerated state timeline
Minneapolis, MN ¹²⁰	\$15.00 by 2021–2024	\$15.57 (large empl.) (see also Table 2)	One fair wage	\$15.19 (large empl.) \$14.50 (small empl.)	One fair wage	CPI
Saint Paul, MN ¹²¹	\$15.00 by 2022–2027	\$15.57 (macro, govt) (see also Table 2)	One fair wage	\$15.19 (macro, govt) \$15.00 (large empl.) \$13.00 (small empl.) \$11.50 (micro)	One fair wage	CPI
Las Cruces, NM ¹²²	\$10.10 by 2019	\$12.36	\$4.95	\$12.00 (state rate)	\$4.78	CPI

SeaTac, WA ¹²³	\$15.00 by 2014 (airport-related industries)	\$19.71	One fair wage	\$19.06	One fair wage	CPI
Seattle, WA ¹²⁴	\$15.00 by 2017–2021	\$19.97 (large empl., & small empl. not providing medical benefits) \$17.25 (small empl. providing med benefits)	One fair wage (large empl. & small empl. w/o benefits) \$17.25 (small empl. with benefits)	\$18.69 (large empl., & small empl. not providing medical benefits) \$16.50 (small empl. providing med benefits)	One fair wage (large empl. & small empl. w/o benefits) \$16.50 (small empl. with benefits)	CPI
Tukwila, WA ¹²⁵	Matches SeaTac by 2023 for large employers; step increases until 2025 for mid-size employers. (small employers are exempt)	\$20.29 (large empl.) \$18.29 (mid-size empl.) \$16.28 (small empl., state law) <i>(see also Table 2)</i>	One fair wage	\$18.99 (large empl.) \$16.99 (mid-size empl.) \$15.74 (small empl., state law)	One fair wage	Second step (mid-size); CPI (large)
Total number of states raising the minimum wage to any level on January 1, 2024					22	<i>From CPI: 14ⁱⁱⁱ</i>
Total number of cities and counties raising the minimum wage to any level on January 1, 2024					43^{iv}	<i>From CPI: 36^v</i>
Total number of states to reach or exceed \$15 per hour on January 1, 2024					6^{vi}	
Total number of cities and counties to reach or exceed \$15 per hour on January 1, 2024					41^{vii}	
Total number of states to reach or exceed \$17 per hour on January 1, 2024					1^{viii}	
Total number of cities and counties to reach or exceed \$17 per hour on January 1, 2024					26^{ix}	

ⁱⁱⁱ Includes New Jersey, which is implementing step increases for small employers, and seasonal, agricultural, and long-term care workers; and adjusting the wage floor for large employers to match inflation.

^{iv} Includes Howard County and Montgomery County, MD; Minneapolis and Saint Paul, MN; and Tukwila, WA, which will raise their minimum wages on different dates (January 1st or July 1st) for different sized employers and are therefore also listed in Table 2 below.

^v Includes Tukwila, WA, which has already met its target rate for large employers and is adjusting this rate in 2024 to match inflation, while it continues to implement step increases for mid-size employers.

^{vi} Includes New Jersey, which has already reached and exceeded a \$15 minimum wage for most employers and for workers in long-term care occupations, while it continues to raise the minimum wage to \$15 for all small, seasonal, and agricultural workers through step increases.

^{vii} Includes Rockland, ME, where the state minimum wage applies to small businesses; Howard County and Montgomery County, MD, where the minimum wage for small employers will increase to \$15 in January 2024, as a result of an accelerated path to \$15 under state law; and Saint Paul, MN, which will have a lower minimum wage for small and “micro” employers.

^{viii} Includes New Jersey, which will have a \$18.13 minimum wage for long-term care workers, and minimum wages under \$17 for all others.

^{ix} Includes Sonoma, CA, which has a lower minimum wage for small businesses.



Photo credit: Fight for \$15 and a Union

On July 13, 2023, Los Angeles fast food workers struck outside the Los Angeles Chamber of Commerce. They demanded for the Chamber to drop the statewide referendum that attempted to force voters to stop the creation of a Fast Food Council.

Table 2. State and Local Minimum Wage Increases Later in 2024

Jurisdiction	Minimum Wage Law	New Minimum Wage	New Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step or Inflation Adjustment (CPI)
State							
Florida ¹²⁶	\$15.00 by 2026	\$13.00	\$9.98 <i>(estimated)</i>	09/30/2024	\$12.00	\$8.98	Fourth step
Nevada ¹²⁷	\$12.00 by 2024	\$12.00	One fair wage	07/01/2024	\$11.25 (no health insurance offer) \$10.25 (with health insurance offer)	One fair wage	First and last step
Oregon ¹²⁸	\$12.50–\$14.75 by 2022	TBD	One fair wage	07/01/2024	\$15.45 (Portland) \$14.20 (standard) \$13.20 (rural)	One fair wage	CPI
Local							
Alameda, CA ¹²⁹	\$15.00 by 2020	TBD	One fair wage	07/01/2024	\$16.52	One fair wage	CPI
Berkeley, CA ¹³⁰	\$15.00 by 2018	TBD	One fair wage	07/01/2024	\$18.07	One fair wage	CPI
Emeryville, CA ¹³¹	\$15.00 by 2018–2019	TBD	One fair wage	07/01/2024	\$18.67	One fair wage	CPI
Fremont, CA ¹³²	\$15.00 by 2020–2021	TBD	One fair wage	07/01/2024	\$16.80	One fair wage	CPI
Los Angeles, CA ¹³³	\$15.00 by 2020–2021	TBD	One fair wage	07/01/2024	\$16.78	One fair wage	CPI
Los Angeles County, CA ¹³⁴	\$15.00 by 2020–2021	TBD	One fair wage	07/01/2024	\$16.90	One fair wage	CPI
Malibu, CA ¹³⁵	\$15.00 by 2020–2021	TBD	One fair wage	07/01/2024	\$16.90	One fair wage	CPI

Table 2. State and Local Minimum Wage Increases Later in 2024

Jurisdiction	Minimum Wage Law	New Minimum Wage	New Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step or Inflation Adjustment (CPI)
Milpitas, CA ¹³⁶	\$15.00 by 2019	TBD	One fair wage	07/01/2024	\$17.20	One fair wage	CPI
Pasadena, CA ¹³⁷	\$15.00 by 2020–2021	TBD	One fair wage	07/01/2024	\$16.93	One fair wage	CPI
San Francisco, CA ¹³⁸	\$15.00 by 2018	TBD	One fair wage	07/01/2024	\$18.07	One fair wage	CPI
Santa Monica, CA ¹³⁹	\$15.00 by 2020–2021; \$15.37 by 2017 (hotel)	TBD	One fair wage	07/01/2024	\$16.90 (standard) \$19.73 (hotel)	One fair wage	CPI
West Hollywood, CA ¹⁴⁰	\$17.00–\$17.50 by 2023; \$17.64 by 2022 (hotel)	TBD	One fair wage	07/01/2024	\$19.08	One fair wage	CPI
Washington, DC ¹⁴¹	\$15.00 by 2020 & One fair wage by 2027	TBD	\$10.00	07/01/2024	\$17.00	\$8.00	CPI (standard); third step (One Fair Wage)
Chicago, IL ¹⁴²	\$15.00 by 2021–2024 & One fair wage by 2028	TBD (domestic, large, & small empl.) \$15.00 (youth)	TBD (68% of full minimum wage)	07/01/2024	\$15.80 (large empl.) \$15.00 (small empl.) \$13.50 (youth)	\$9.48 (large empl.) \$9.00 (small empl.) \$8.10 (youth)	Last step or CPI (regular min. wage); first step (tipped)
Cook County, IL ¹⁴³	\$13.00 by 2020	TBD	TBD	07/01/2024	\$13.70	\$8.00	CPI
Howard County, MD ¹⁴⁴	\$16.00 by 2025–2026	\$16.00 (govt.) <i>(see also Table 1)</i>	\$3.63 <i>(no change)</i>	07/01/2024 <i>(see also Table 1)</i>	\$15.00 (govt. & large empl.) \$13.25 (small empl.)	\$3.63	Fifth step
Montgomery County, MD ¹⁴⁵	\$15.00 by 2021–2024	TBD (large empl.) TBD (mid-size empl.) <i>(see also Table 1)</i>	\$4.00 <i>(no change)</i>	07/01/2024 <i>(see also Table 1)</i>	\$16.70 (large empl.) \$15.00 (mid-size) \$14.50 (small empl.)	\$4.00 <i>(no change)</i>	CPI

Table 2. State and Local Minimum Wage Increases Later in 2024

Jurisdiction	Minimum Wage Law	New Minimum Wage	New Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step or Inflation Adjustment (CPI)
Minneapolis, MN ¹⁴⁶	\$15.00 by 2022–2024	\$15.57 (small empl.) <i>(see also Table 1)</i>	One fair wage	07/01/2024 <i>(see also Table 1)</i>	\$15.19 (large empl.) \$14.50 (small empl.)	One fair wage	CPI
Saint Paul, MN ¹⁴⁷	\$15.00 by 2022–2027	\$15.57 (large empl.) \$14.00 (small empl.) \$12.25 (micro) <i>(see also Table 1)</i>	One fair wage	07/01/2024 <i>(see also Table 1)</i>	\$15.19 (macro) \$15.00 (large empl.) \$13.00 (small empl.) \$11.50 (micro)	One fair wage	Fifth step & CPI
Santa Fe, NM ¹⁴⁸	\$9.50 by 2006	TBD	\$3.00 <i>(no change; matches state)</i>	03/01/2024	\$14.03	\$3.00	CPI
Santa Fe County, NM ¹⁴⁹	\$10.66 by 2014	TBD	TBD	03/01/2024	\$14.03	\$4.21	CPI
Tukwila, WA ¹⁵⁰	SeaTac’s 2022 minimum wage + CPI in 2023 for large employers, gradual adjustments until 2025 for smaller employers	\$19.29 (mid-size empl.) <i>(see also Table 1)</i>	One fair wage	07/01/2024 <i>(see also Table 1)</i>	\$18.99 (large empl.) \$16.99 (mid-size empl.) \$15.74 (small empl., state law)	One fair wage	Third step
Total number of states raising the minimum wage to any level later in 2024						3	<i>From CPI: 1</i>
Total number of cities and counties raising the minimum wage to any level later in 2024						22^x	<i>From CPI: 20^{xi}</i>
Total number of states to reach or exceed \$15 per hour later in 2024						1^{xii}	

^x Includes Howard County and Montgomery County, MD; Minneapolis and Saint Paul, MN; and Tukwila, WA, which will raise their minimum wages on different dates (January 1st or July 1st) for different sized employers and are therefore also listed in Table 1 above.

^{xi} Includes Washington, DC, which will adjust its standard minimum wage to account for inflation while it continues to phase out its lower wage for tipped workers through step increases; Chicago, IL, which has already reached or exceed its target minimum wage of \$15 for most employers and will adjust this rate to account for inflation in 2024, while continuing to phase in a \$15 minimum wage for young workers in subsidized temporary youth employment programs, subsidized transitional employment programs, workers under 18 years of age; and St. Paul, MN which has already reached or exceed its target minimum wage of \$15 for macro- and large-sized employers and will adjust this rate to account for inflation in 2024, while continuing to phase in a \$15 minimum wage for small- and micro-sized employers.

^{xii} Includes Oregon, which reached and exceeded a \$15.00 minimum wage in the city of Portland through inflation adjustments in 2023.

Table 2. State and Local Minimum Wage Increases Later in 2024

Jurisdiction	Minimum Wage Law	New Minimum Wage	New Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step or Inflation Adjustment (CPI)
Total number of cities and counties to reach or exceed \$15 per hour later in 2024						19 ^{xiii}	
Total number of cities or counties <i>estimated</i> to reach or exceed \$17 per hour later in 2024						15 ^{xiv}	



Photo credit: Fight for \$15 and a Union

On September 28, 2023, fast food workers cheered at the signing of AB 1228 in Los Angeles, CA by California Governor Gavin Newsom.

Names of workers in this photo: Seberiana Reymundo; Crystal Orozco; Lorena Gonzalez; Romualda Alcazar; Lizzet Aguilar; Rosa Calderon; Celso Sanchez; Yvonne Wheeler; and Simboa Wright.

^{xiii} Includes the California localities of Alameda, Berkeley, Emeryville, Fremont, Los Angeles, Los Angeles County, Malibu, Milpitas, Pasadena, San Francisco, Santa Monica, and West Hollywood; the District of Columbia; Chicago, IL; and Montgomery County, MD; all of which have already reached or surpassed a \$15 minimum wage and are expected to raise their wage floors further for some or all employers based on the rate of inflation. Also includes Saint Paul, MN, which in 2024 will have a lower minimum wage for certain employers.

^{xiv} Includes the California localities of Alameda, Fremont, Los Angeles, Los Angeles County, Malibu, Pasadena, and Santa Monica; and Montgomery County, MD, which NELP estimates will have wage floors of at least \$17.00 for some or all employers later in 2024, assuming a 3 percent inflation rate.

Table 3. States, Cities, and Counties with Wage Floors Above \$15 for Some or All Employers in 2024

Jurisdiction	2024 Minimum Wage	Effective Date	Step Increase or Inflation Adjustment (CPI)
California	\$16.00	01/01/2024	CPI
Connecticut	\$15.69	01/01/2024	CPI
New Jersey	\$15.13 (standard) \$13.73 (seasonal, small employers) \$12.81 (ag. workers) \$18.13 (long-term care workers)	01/01/2024	Step increase & CPI
New York	\$16.00 (NYC, Long Island, & Westchester County) \$15.00 (Upstate)	01/01/2024	Step increase
Oregon	TBD (\$15.45 + CPI Portland) TBD (\$14.20 + CPI standard) TBD (\$13.200 + CPI rural)	07/01/2024	CPI
Washington State	\$16.28	01/01/2024	CPI
Flagstaff, AZ	\$17.40	01/01/2024	CPI
Alameda, CA	TBD (\$16.52 + CPI)	07/01/2024	CPI
Belmont, CA	\$17.35	01/01/2024	CPI
Berkeley, CA	TBD (\$18.07 + CPI)	07/01/2024	CPI
Burlingame, CA	\$17.03	01/01/2024	CPI
Cupertino, CA	\$17.75	01/01/2024	CPI
Daly City, CA	\$16.62	01/01/2024	CPI
East Palo Alto, CA	\$17.00	01/01/2024	CPI
El Cerrito, CA	\$17.92	01/01/2024	CPI
Emeryville, CA	TBD (\$18.67 + CPI)	01/01/2024	CPI

Table 3. States, Cities, and Counties with Wage Floors Above \$15 for Some or All Employers in 2024

Jurisdiction	2024 Minimum Wage	Effective Date	Step Increase or Inflation Adjustment (CPI)
Foster City, CA	\$17.00	07/01/2024	CPI
Fremont, CA	TBD (\$16.80 + CPI)	07/01/2024	CPI
Half Moon Bay, CA	\$17.01	01/01/2024	CPI
Hayward, CA	\$16.90 (large employers) \$16.00 (small employers)	01/01/2024	CPI
Los Altos, CA	\$17.75	01/01/2024	CPI
Los Angeles, CA	TBD (\$16.78 + CPI)	07/01/2024	CPI
Los Angeles County, CA	TBD (\$16.90 + CPI)	07/01/2024	CPI
Malibu, CA	TBD (\$16.90 + CPI)	07/01/2024	CPI
Menlo Park, CA	\$16.70	01/01/2024	CPI
Milpitas, CA	TBD (\$17.20 + CPI)	07/01/2024	CPI
Mountain View, CA	\$18.75	01/01/2024	CPI
Novato, CA	\$16.86 (very large employers) \$16.60 (large employers) \$16.04 (small employers)	01/01/2024	CPI
Oakland, CA	\$16.50	01/01/2024	CPI
Palo Alto, CA	\$17.80	01/01/2024	CPI
Pasadena, CA	TBD (\$16.93 + CPI)	07/01/2024	CPI
Petaluma, CA	\$17.45	01/01/2024	CPI
Redwood City, CA	\$17.70	01/01/2024	CPI

Table 3. States, Cities, and Counties with Wage Floors Above \$15 for Some or All Employers in 2024

Jurisdiction	2024 Minimum Wage	Effective Date	Step Increase or Inflation Adjustment (CPI)
Richmond, CA	\$17.20	01/01/2024	CPI
San Carlos, CA	\$16.87	01/01/2024	CPI
San Diego, CA	\$16.85	01/01/2024	CPI
San Francisco, CA	TBD (\$18.07 + CPI)	07/01/2024	CPI
San Jose, CA	\$17.55	01/01/2024	CPI
San Mateo, CA	\$17.35	01/01/2024	CPI
San Mateo County, CA	\$17.06	01/01/2024	CPI
Santa Clara, CA	\$17.75	01/01/2024	CPI
Santa Monica, CA	TBD (\$16.90 + CPI standard) TBD (\$19.73 + CPI hotel)	07/01/2024	CPI
Santa Rosa, CA	\$17.45	01/01/2024	CPI
Sonoma, CA	\$17.60 (large employers) \$16.56 (small employers)	01/01/2024	CPI
South San Francisco, CA	\$17.25	01/01/2024	CPI
Sunnyvale, CA	\$18.55	01/01/2024	CPI
West Hollywood, CA	TBD (\$19.08 + CPI)	07/01/2024	CPI
Boulder County, CO	\$15.69	01/01/2024	Step increase
Denver, CO	\$18.29	01/01/2024	CPI
Edgewater, CO	\$15.02	01/01/2024	Step increase

Table 3. States, Cities, and Counties with Wage Floors Above \$15 for Some or All Employers in 2024

Jurisdiction	2024 Minimum Wage	Effective Date	Step Increase or Inflation Adjustment (CPI)
Washington, DC	TBD (\$17.00 + CPI)	07/01/2024	CPI
Chicago, IL	TBD (\$15.80 + CPI domestic, large & small employers) \$15.00 (youth)	07/01/2024	Step increase & CPI
Howard County, MD	\$15.00 (small & large employers) \$16.00 (government employees)	01/01/2024 & 07/01/2024	Step increase
Montgomery County, MD	TBD (\$16.70 + CPI large employers) TBD (\$15.00 + CPI mid-size employers) \$15.00 (small employers, state law)	01/01/2024 & 07/01/2024	Step increase & CPI
Minneapolis, MN	\$15.57	01/01/2024 & 07/01/2024	CPI
Saint Paul, MN	\$15.57 (macro, large employers & city) \$14.00 (small employers) \$12.25 (micro employers)	01/01/2024 & 07/01/2024	Step increase & CPI
SeaTac, WA	\$19.71	01/01/2024	CPI
Seattle, WA	\$19.97 (large employers & small employers not providing medical benefits) \$17.25 (small employers providing medical benefits)	01/01/2024	CPI
Tukwila, WA	\$20.29 (large employers) \$18.29 & 19.29 (mid-size employers)	01/01/2024 & 07/01/2024	Step increase & CPI
Total number of local and state jurisdictions with wage floors <u>above \$15</u> for some or all employers in 2024			59 (including 6 states)
<u>Estimated</u> number of local and state jurisdictions with wage floors <u>at or above \$17</u> for some or all employers in 2024			41 (including 1 state)

Table 4. States with Minimum Wages Above \$7.25, Which are NOT Raising Wages in 2024

States	Current Minimum Wage	Date of Last Increase
Arkansas ¹⁵¹	\$11.00	01/01/2021
Massachusetts ¹⁵²	\$15.00	01/01/2023
New Mexico ¹⁵³	\$12.00	01/01/2023
Virginia ¹⁵⁴	\$12.00	01/01/2023
West Virginia ¹⁵⁵	\$8.75	01/01/2016

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On April 28, 2023, WaBa Grill workers in Los Angeles, CA went on strike due to wage theft; illegal retaliation against workers using state-mandated paid sick days; harassment; and unsafe working conditions.

Names of workers in this photo: Charlotte Pineda, Osver Perez, and Alexander Felipe.



Photo credit: Fight for \$15 and a Union

Endnotes

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