

Law & Policy Group

Roundup: US employer resources on \$15/hour or higher minimum wage rates

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Section 1

Introduction

Beginning Jan. 1, 2023, the hourly minimum wage that federal contractors must pay to their employees increased to \$16.20/hour — this follows an April 2021 executive order that required federal contractors to pay a \$15 hourly minimum wage to workers for new federal contract solicitations starting Jan. 30, 2022. Several states have also taken action to gradually increase the minimum wage to at least \$15/hour for most employees. To help employers prepare and address related issues, this roundup provides links to federal and state resources from organizations, government websites, third-party resources and news articles.

Section 2

Federal

Beginning Jan. 1, 2024, the Executive Order 14026 minimum wage rate for federal contracts increased to 17.20/hour — up from \$16.20/hour in 2023. This minimum wage rate applies to non-tipped and tipped employees alike, as this executive order eliminated the lower cash wage that contractors may pay tipped employees. In September 2023, a Texas federal court held that President Biden exceeded his authority by issuing the Executive Order in 2021 to raise the minimum wage for federal contractors to \$15/hour in 2022 and blocked the increase in Louisiana, Mississippi and Texas. The Department of Labor (DOL) has appealed this ruling. Other federal courts have upheld the increase. Contracts entered into before January 2022 are still subject to the lower hourly minimum wage rate — which is \$12.90 for 2023.

The president also supports a broader minimum wage increase to \$15/hour — as announced in the Jan. 22, 2021, executive order and during his presidential campaign. Legislation was introduced in 2021 in the House and Senate to progressively increase the minimum wage to \$15/hour by 2025, but it did not pass.

- [Minimum wage information](#) (Department of Labor — Wage and Hour Division)
- [How increasing the federal minimum wage could affect employment and family income](#) (Congressional Budget Office, Jan. 30, 2024)
- [Minimum wage for federal contracts covered by Executive Order 14026, Notice of rate change in effect as of Jan. 1, 2024](#) (Federal Register, Sept. 28, 2023)
- [Final rule: Increasing the minimum wage for federal contractors](#) (Executive Order 14026) (Department of Labor — Wage and Hour Division)
- [Executive Order 13658, establishing a minimum wage for contractors: Annual update](#) (Department of Labor — Wage and Hour division)
- [State minimum wage laws](#) (Department of Labor, updated Jan. 1, 2024)
- [Release: OPM announces \\$15 minimum wage for US federal civilian employees](#) (OPM, 21 Jan. 2022)
- [Field Assistance Bulletin No. 2022-1](#) (Department of Labor, Jan. 13, 2022)
- [Raising wages for federal contract workers](#) (Department of Labor, Jan. 24, 2022)
- [US Department of Labor ends program that allowed employers to self-report federal minimum wage and overtime violations](#) (Department of Labor, Jan. 29, 2021)
- [Raise the Wage Act of 2021](#) (House Education and Labor Committee)
- [Raise the wage fact sheet](#) (House Education and Labor Committee)
- [The Biden plan for strengthening worker organizing, collective bargaining and unions](#) (Joe Biden.com)
- [Fight for \\$15 campaign](#) (Fightfor15.org)

- [US Court questions Biden's power to adopt minimum wage for federal contractors](#) (Reuters, Feb. 6, 2024)
- [Ninth Circuit takes up Biden's \\$15 wage for federal contractors](#) (Bloomberg law, Feb. 2, 2024)
- [DOL appeals ruling blocking \\$15 federal contractor minimum wage](#) (Bloomberg Law, Nov. 24, 2023)
- [Federal contractor hourly minimum wage increased to \\$17.20 starting January 1, 2024](#) (Cozen O'Connor)
- [Biden's \\$15 minimum wage for federal contractors blocked by US judge](#) (US News, Sept. 27, 2023)
- [Texas judge blocks Biden \\$15 contractor minimum wage raise](#) (Bloomberg, Sept. 27, 2023)
- [State of Texas et. al v. Biden et al](#) (Justia, Sept. 26, 2023)
- [US government defeats multi-state challenge to federal minimum wage increase](#) (Mayer Brown, Jan. 30, 2023)
- [Federal court upholds federal contractor minimum wage increase](#) (McGuire Woods, Jan. 17, 2023)
- [Court upholds federal contractor \\$15 minimum wage](#) (Miller Johnson, Jan. 11, 2023)
- [Biden administration fends off challenge to higher minimum wage for federal contractors](#) (Federal News Network, Jan. 11, 2023)
- [State of Arizona v. Martin J. Walsh](#) (USDC of Arizona, Jan. 6, 2023)
- [This analyst says the \\$15-per-hour minimum federal wage will backfire](#) (Federal News Network, Dec. 8, 2022)
- [Biden: Over 55K workers got pay raise through minimum wage exec order](#) (Newsmax, Nov. 25, 2022)
- [Notice: Minimum wage for federal contract covered by Executive Order 14026, notice of rate change in effect as of January 1, 2023](#) (Federal Register, Sept. 30, 2022)
- [Whatever happened to the \\$15 minimum wage?](#) (Forbes, May 7, 2022)
- [Decreasing prospects for increasing the federal minimum wage to \\$15](#) (Littler, March 3, 2022)
- [Eight states challenge new \\$15 minimum wage for federal contractors](#) (Labor Press, Feb. 23, 2022)
- [Republican attorneys general sue to halt minimum wage increase for federal contractors](#) (The State AG report, Feb. 17, 2022)
- [New federal contractor minimum wage hike heads to court](#) (Crowell, Feb. 11, 2022)

- [Minimum wage for US federal contractors raised to \\$15 on January 30; immediately challenged by several states](#) (Mayer Brown, Feb. 11, 2022)
- [The budgetary effects of the Raise the Wage Act of 2021](#) (Congressional Budget Office, February 2021)
- [Biden privately tells governors: Minimum wage hike likely isn't happening](#) (Politico, Feb. 18, 2021)
- [Top Democrats introduce bill raising minimum wage to \\$15 by 2025](#) (House Education and Labor Committee, Jan. 26, 2021)
- [Why the US needs a \\$15 minimum wage](#) (Economic Policy Institute, Jan. 26, 2021)

Section 3

Multistate resources

Thirty states, along with Washington, DC, Guam, Puerto Rico and the US Virgin Islands, currently have set their minimum wage higher than the federal level of \$7.25/hour, and the trend is to move toward at least a \$15/hour minimum wage rate for most employees.

- [State minimum wage laws](#): Includes the current wage rates for all states, and also a map and table indicating which states have rates higher than the federal rate of \$7.25 per/hour (Wage and Hour Division, updated Jan. 1, 2024)
- [State minimum wage rates](#) (includes some city/county information) (Labor Law Center)
- [Minimum wage](#) (Employment Policies Institute)
- [Nearly 10 million workers in 22 states will see boosts to minimum wage in 2024](#) (UPI, Jan. 2, 2024)
- [Here's where the minimum wage is increasing this year](#) (CNN Business, Jan. 1, 2024)
- [More than 20 states ring in the new year with a higher minimum wage](#) (Marketplace, Jan. 1, 2024)
- [2024 minimum wage changes: Everything you need to know](#) (Forbes, Dec. 27, 2023)
- [2024 state and major locality minimum wage updates](#) (Ogletree Deakins, Dec. 19, 2023)
- [Inventory of US city and county minimum wage ordinances](#) (UC Berkeley Labor Center, Dec. 18, 2023)
- [Which states are increasing their minimum wage in 2024?](#) (USA Today, Dec. 13, 2023)
- [Minimum wage increases in 2024](#) (Ballotpedia, Dec. 12, 2023)
- [2024 minimum wage increases by state](#) (Tesseon, Dec. 5, 2023)
- [State minimum wage rates](#) (GovDocs, Dec. 1, 2023)
- [Your guide to 2024 minimum wages](#) (ADP, Nov. 6, 2023)
- [How many states have a \\$15 minimum wage?](#) (GovDocs, November 2023)
- [State minimum wages](#) (National Conference of State Legislatures, Oct. 12, 2023)
- [Minimum wage tracker](#) (Economic Policy Institute, July 2023)
- [Local minimum wage increases along with summer temperatures](#) (Greenberg Glusker, June 29, 2023)

Section 4

States and cities committed to at least a \$15/hour minimum wage rate

California, Connecticut, Delaware, Florida, Hawaii, Illinois, Maryland, Massachusetts, Nebraska, New Jersey, New York, Rhode Island, Virginia and Washington, DC, currently have committed to increase the general minimum wage rate to at least \$15/hour. Some cities in other states have also committed to at least a \$15 minimum wage.

Arizona (Flagstaff and Tucson)

Flagstaff's minimum wage is \$17.40/hour as of Jan. 1, 2024 — up from \$16.80/hour in 2023.

- [Minimum wage](#) (City of Flagstaff)

Tucson's minimum wage rate increased \$14.25/hour on Jan. 1, 2024 (up from \$13.40); it will increase to \$15 by Jan. 1, 2025.

- [Tucson Minimum Wage Act](#) (City of Tucson)

California

The minimum wage increased by 3.5% to \$16/hour (up from \$15.50) for all employees on Jan 1, 2024. In 2022, the Secretary of State announced that an initiative to increase the minimum wage to \$18/hour beginning in 2025 will be on the November 2024 ballot. Numerous counties and cities in California have higher minimum wage rates. For example, Los Angeles' minimum wage rate increased to \$16.78/hour on July 1, 2023; it will increase to \$17.28 on July 1, 2024. San Francisco's minimum wage rate increased to \$18.07/hour on July 1, 2023 — it will increase to \$18.67/hour on July 1, 2024. San Diego's minimum wage increased to \$16.85/hour on Jan 1, 2024 — up from \$16.30.

Certain fast food workers will earn \$20/hour beginning April 1, 2024, under legislation ([AB 1228](#)) that was signed by the governor on Sept. 28, 2023. The Fast Food Council can increase the wage annually, but the increase will be capped at the lesser of 3.5% or the annual increase in the US-CPI for Urban Wage Earners and Clerical Workers. In March 2024, the governor signed legislation ([AB 610](#)) that exempts restaurants in airports, hotels, large event centers, theme parks, museums, gambling establishments and certain other locations from the minimum wage law that becomes effective on April 1, 2024. Bakeries and restaurants in grocery stores were already exempt under the law.

On Oct. 13, 2023, Governor Newsom signed legislation ([SB 525](#)) that will increase the minimum wage for many health care workers to \$25/hour beginning in 2026. Under the law, workers at large health care facilities will earn \$23/hour in June 2024, \$24/hour in June 2025 and \$25/hour in June 2026. For the remaining health care workers, the minimum wage will more gradually increase to \$25/hour. For example, employees at independent rural hospitals

will be paid \$18/hour in June 2024, and the rate will gradually increase to \$25/hour in June 2033. Certain cities — for example, Los Angeles, Monterey Park and Long Beach — already have a \$25/hour minimum wage for health care workers.

- [SB 525 \(Legislature\)](#)
- [AB 610 \(Legislature\)](#)
- [California increases minimum wage, protections for fast-food workers \(Office of Governor, Sept. 28, 2023\)](#)
- [Minimum Wage Increase, Director of Finance Determination and Certification \(Director of Finance, July 31, 2023\)](#)
- [Minimum wage \(California Department of Industrial Relations\)](#)
- [AB 1228 Fast food restaurant industry: Fast Food Council: health, safety, employment and minimum wage \(Legislature\)](#)
- [AB 610 Fast food restaurant industry: Fast Food Council: health, safety, employment and minimum wage \(Legislature\)](#)
- [Fast food minimum wage frequently asked questions \(California Department of Industrial Relations, March 2024\)](#)
- [California governor signs new exemptions for state fast food minimum wage \(The Center Square, March 26, 2024\)](#)
- [California fast-food chains to fire workers as \\$20 minimum wage kicks in \(Independent Journal Review, March 26, 2024\)](#)
- [What to know about new minimum wage in California, why some industries are now exempt \(ABC News, March 20, 2024\)](#)
- [Calif. Labor commissioner clarifies fast-food wage exemption \(Restaurant business, March 18, 2024\)](#)
- [Official minimum wage notice \(City of Alameda\)](#)
- [Belmont minimum wage ordinance \(City of Belmont\)](#)
- [Minimum wage ordinance \(Emeryville\)](#)
- [City of Foster City minimum wage ordinance \(Foster City\)](#)
- [Minimum wage \(City of Fremont\)](#)
- [2023 minimum wage rate \(City of Los Angeles\)](#)
- [Raise the wage LA \(City of Los Angeles\)](#)
- [July 1, 2024 minimum wage rate increase \(City of Los Angeles, Feb. 1, 2024\)](#)
- [Measure FF and Measure Z posters for employers \(City of Oakland\)](#)

- [Minimum wage rate \(City of East Palo Alto\)](#)
- [Minimum wage \(City of Palo Alto\)](#)
- [Understanding the minimum wage ordinance \(City of San Francisco\)](#)
- [Minimum wage ordinance \(City of San Jose\)](#)
- [Minimum wage \(City of Santa Monica\)](#)
- [Minimum wage \(City of West Hollywood\)](#)
- [California healthcare minimum wage bump faces fiscal shortfall \(Bloomberg Law, April 19, 2024\)](#)
- [California wage hike law for fast food workers generates uncertainty for some employers \(Hunton Andrews Kurth, April 15, 2024\)](#)
- [California's minimum wage is spiking again \(by 25 percent!\) — This is not an April Fool's joke \(Proskauer, Feb. 20, 2024\)](#)
- [California bill would exempt certain fast food restaurants from \\$20-per-hour minimum wage \(Ogletree Deakins, Feb. 6, 2024\)](#)
- [California minimum wage increases to \\$16.00 in 2024 for most employers \(Nixon Peabody, Dec. 29, 2023\)](#)
- [New Sonoma minimum wage rates effective January 1, 2024 \(City of Sonoma, Nov. 13, 2023\)](#)
- [Menlo Park minimum wage will increase by \\$.50 per hour Jan. 1, 2024 \(City of Menlo Park, Oct. 16, 2023\)](#)
- [Healthcare workers in California minimum wage to rise to \\$25/hour \(USA Today, Oct. 14, 2023\)](#)
- [California healthcare workers to get \\$25 an hour after Newsom approves historic minimum wage \(Los Angeles Times, Oct. 13, 2023\)](#)
- [Newsom approves minimum wage for health care workers \(Politico, Oct. 13, 2023\)](#)
- [New fast-food wages in and old wages out — What did employers sacrifice and what did they win with new legislation? \(aalrr, Oct. 9, 2023\)](#)
- [California governor signs fast food industry minimum wage law \(Ogletree Deakins, Oct. 3, 2023\)](#)
- [From the FAST Act to AB 1228: A new employment law era for fast food in California \(Zaller Law Group, Sept. 29, 2023\)](#)
- [Minimum wage \(City of San Diego, Sept. 29, 2023\)](#)
- [Minimum wage rises to \\$17.06 an hour beginning New Years Day in unincorporated San Mateo County \(County of San Mateo, Sept. 29, 2023\)](#)

- [California increases minimum wage, protections for fast-food workers](#) (Governor's office, Sept. 28, 2023)
- [The city of Los Angeles announces the minimum wage rate increase for July 2023](#) (Jackson Lewis, Feb. 24, 2023)
- [California minimum wage increases for 2023](#) (Proskauer, Dec. 8, 2022)
- [Hospitals launch campaign to repeal L.A.'s new healthcare minimum wage](#) (MSN, July 12, 2022)

Colorado — Denver and Boulder County (unincorporated areas)

The city and county of Denver have a minimum wage rate of \$18.29/hour as of Jan. 1, 2024 up from \$17.29/hour in 2023.

Starting on Jan. 1, 2024, the local minimum wage in unincorporated Boulder County is \$15.69/hour.

The City of Edgewater also enacted a law that raised the minimum wage to \$15.02/hour on Jan. 1, 2024. The rate will then increase as follows: \$16.52 for 2025, \$18.17 for 2026, \$19.99 for 2027, \$21.99 for 2028 and \$23.26 for 2029.

- [Information on minimum wage](#) (Denver labor)
- [Local minimum wage](#) (Boulder County)
- [Minimum wage](#) (City of Edgewater)
- [Denver and Edgewater minimum wage increases on Jan. 1, 2023](#) (ILG, September 2023)

Connecticut

Connecticut's minimum wage rate increased to \$15.69/hour on Jan 1, 2024, up from \$15/hour in 2023, the governor announced in Sept. 2023. For the first time, the adjustment was required under a 2019 state law (Public Act 19-4), that, beginning in 2024, ties adjustments to the percentage change in the federal employment cost index for the 12-month period ending on June 30 of the preceding year.

- [Wage and workplace standards](#) (Connecticut Department of Labor)
- [Public Act 19-4](#) (Legislature)
- [Governor Lamont announces Connecticut's minimum wage will increase to \\$15.69 in January under its first-ever economic indicator adjustment](#) (Governor's office, Sept. 18, 2023)
- [Conn. passes Mass. for highest minimum wage in New England](#) (WBUR, Jan. 1, 2024)

Delaware

Delaware's minimum wage increased to \$13.25/hour on Jan. 1, 2024 — up from \$11.75/hour in 2023. It will increase to \$15/hour on Jan. 1, 2025.

- [Senate Bill 15](#) (General Assembly)
- [Minimum wage](#) (Delaware Department of Labor)
- [Governor Carney signs legislation to raise the minimum wage to \\$15](#) (Government, July 19, 2021)

Florida

Florida's minimum wage rate increased to \$12/hour on Sept. 30, 2023 (up from \$11/hour), and will progressively increase to \$15/hour by 2026.

- [Raising Florida's minimum wage 18-01](#) (Florida Division of Elections)
- [Increase to state of Florida's minimum wage](#) (US Dept. of State, Jan. 29, 2021)
- [Florida's minimum wage to increase in 2023](#) (Fox35, Dec. 7, 2022)
- [Florida voters approve \\$15 minimum wage](#) (Jackson Lewis, Nov. 6, 2020)

Hawaii

Hawaii's minimum wage rate is increased to \$14 on Jan. 1, 2024 — up from \$12/hour. It will increase to \$16 on Jan. 1, 2026, and to \$18 on Jan. 1, 2028.

- [HB 2510](#) (Legislature)
- [Minimum wage and overtime](#) (Wage Standards Division)
- [Minimum wage to increase to \\$12 on October 1](#) (Department of Labor and Industrial Relations, Sept. 29, 2022)

Illinois

Illinois' minimum wage rate increased to \$14.00 on Jan. 1, 2024 — up from \$14/hour in 2023. It will reach \$15/hour on Jan. 1, 2025. Chicago's minimum wage rate is \$15.80/hour for employers with 21 or more employees as of July 1, 2023 — up from \$15.40/hour.

- [Hourly minimum wage rates by year](#) (Illinois Department of Labor)
- [Minimum wage](#) (Chicago's Business Affairs and Consumer Protection)
- [Illinois minimum wage increases on Jan. 1, 2024](#) (Perkins Coie, Dec. 21, 2023)

Maryland

Maryland's minimum wage rate for all employers with 15 or more employees is \$15/hour as of Jan. 1, 2024 — up from \$13.25/hour for employers with 15 or more employees and \$12.80/hour for smaller employers in 2023. In Montgomery County, the minimum wage for

employers with at least 51 employees is \$16.70/hour as of July 1, 2023 (increasing to \$17.15/hour as of July 1, 2024), and \$15/hour for employers with 11-50 employees (increasing to \$15.50 as of July 1, 2024). In Howard County, the minimum wage for employers with 15 or more employees is \$15/hour and it will increase to \$16/hour on July 1, 2026. For employers with less than 15 employees, the minimum wage is \$15/hour as of Jan. 1, 2024 — up from 13.25/hour. It will increase to \$16/hour on July 1, 2026.

- [Minimum wage information](#) (Department of Labor)
- [Statute Section 3-413](#) (General Assembly)
- [2023 Ch. 2, SB 555](#) (Legislature, April 11, 2023)
- [Governor Moore presides over first bill signing, dedicated to ending child poverty in Maryland](#) (Governor's office, April 11, 2023)
- [Maryland minimum wage and overtime law](#) (Department of Labor)
- [Maryland passes sweeping change to employment law](#) (SHRM, April 21, 2023)

Massachusetts

Massachusetts' minimum wage remains at \$15/hour for 2024.

- [Massachusetts law about minimum wage](#) (Government)
- [Massachusetts minimum wage not going up in 2024, following five years of increases](#) (WCVB, Dec. 28, 2023)

Minnesota (Minneapolis and Saint Paul)

The minimum wage in Minneapolis is \$15.57/hour for all employers as of Jan. 1, 2024 — up from \$15.19/hour for large employers and \$13.50/hour for smaller employers in 2023.

The minimum wage for the city of Saint Paul's macro businesses (greater than 10,000 employees) increased to \$15.57/hour on Jan. 1, 2024 — up from \$15.19/hour in 2023. For large businesses (101 to 10,000 employees), the minimum wage increased to \$15/hour on July 1, 2023; it will increase to \$15.57/hour on July 1, 2024.

- [Minimum wage](#) (Minneapolis)
- [Minimum wage](#) (Saint Paul)
- [Update on Uber and Lyft service in Minneapolis](#) (Government, March 19, 2024)
- [Uber, Lyft leaving Minneapolis: City council passes measure forcing driver pay increase](#) (USA Today, March 15, 2024)
- [Minneapolis just voted to give ride-hailing drivers a pay bump. Uber and Lyft said they'd leave the city if this happened](#) (Business Insider, March 15, 2024)
- [Uber vows to leave Minneapolis after Council mandates driver pay](#) (subscription required) (Bloomberg Law, March 14, 2024)

- [Minneapolis City Council overrides mayor's veto of rideshare driver pay ordinance](#) (KSTP, March 14, 2024)
- [Minnesota set to increase minimum wage rates in 2023, Minneapolis and St. Paul also raising minimum wage rates](#) (Ogletree Deakins, Nov. 29, 2022)

Nebraska

On November 8, 2022, Nebraska [voters](#) approved [Ballot Initiative 433](#) to incrementally increase the state's hourly minimum wage from \$9 to \$15. The increases are as follows: \$12 on Jan. 1, 2024 (up from \$10.50 in 2023), to \$13.50 on Jan. 1, 2025, and to \$15 on Jan. 1, 2026.

- [Minimum wage in Nebraska](#) (Department of Labor)

Nevada

Nevada's minimum wage rate is below \$15/hour (\$10.25 for employers that offer "qualifying health benefits" and \$11.25 for others as of July 1, 2023). However, employers that pay their employees less than \$15.75/hour and do not offer "qualifying health benefits," must pay employees daily overtime for time worked over eight hours in a workday or 40 hours a week.

- [Minimum wage bulletins](#) (Department of Business and Industry)
- [State of Nevada daily overtime 2023 annual bulletin](#) (Department of Business and Industry, April 1, 2023)
- [Nevada employers, beware the impact of the increased state minimum wage on the daily overtime rate](#) (Ogletree Deakins, June 30, 2022)

New Jersey

New Jersey's minimum wage rate generally is \$15.13/hour as of Jan. 1, 2024 — up from \$14.13/hour in 2023. Seasonal and small employers have until 2026 to reach \$15/hour — the minimum wage for these employees is \$13.73/hour as of Jan. 1, 2024 — up from \$12.93/hour in 2023. Agricultural workers are guided by a separate minimum wage timetable and employers were given until 2021 to reach the \$15/hour minimum wage. For employees who work on a farm for an hourly or piece-rate wage, the minimum wage is \$12.81/hour — up from \$12.01/hour in 2023. Additionally, long-term care facility direct care staff's minimum wage is \$18.13/hour — up from \$17.13/hour in 2023.

- [New Jersey's minimum wage](#) (Wage and Hour division)
- [New Jersey's minimum wage to surpass \\$15 per hour target set by Gov. Murphy](#) (Governor's office, Sept. 26, 2023)
- [New Jersey passes law to eventually increase minimum wage to \\$15 per hour](#) (Archer, February 2019)
- [Governor Murphy touts \\$15 minimum wage with business leaders, local officials](#) (Governor's office, Feb. 5, 2019)

New York

The state reached a \$15/hour minimum wage rate statewide in 2024, under legislation signed by the governor in May 2023. In New York City, Long Island and Westchester County, the wage increased to \$16/hour on Jan. 1, 2024 (up from \$15/hour in 2023) and it will increase to \$16.50/hour on Jan. 1, 2025, and \$17/hour on Jan. 1, 2026. For the rest of New York, the wage increased to \$15/hour on Jan. 1, 2024 and it will increase to \$15.50/hour on Jan. 1, 2025, and \$16/hour on Jan. 1, 2026. Starting Jan. 1, 2027, the state minimum wage rates will be set annually by the New York State Department of Labor and published no later than Oct. 1 of each year, with the new rate effective on Jan. 1 of the following year. Since July 2023, New York City also has a minimum hourly pay rate of \$19.56 for app-based food delivery workers. It is scheduled to increase to \$19.96 plus an annual inflation adjustment on April 1, 2025.

- [Mayor Adams announces first annual increase in minimum pay rate for app-based restaurant delivery workers](#) (NYC Department of Work and Protection, April 1, 2024)
- [Mayor Adams, DCWP Commissioner Mayuga announce nation's first minimum pay rate for App-based restaurant delivery workers](#) (Mayor's office, June 11, 2023)
- [2023 Ch. 56, S 4006C](#) (Legislature, May 3, 2023)
- [Minimum wage frequently asked questions](#) (Department of Labor)
- [New York State's minimum wage](#) (Government)
- [Governor Hochul announces agreement on FY 2024 state budget](#) (Governor's office, April 27, 2023)
- [2023 minimum wage report](#) (Department of Labor, Sept. 30, 2022)
- [2023 New York minimum wage](#) (Horton Management Law, Oct. 6, 2022)

Oregon (Portland metro area)

Oregon's minimum wage in the Portland metropolitan area increased to \$15.45 (up from 14.75) on July 1, 2023; it will increase to \$15.95 on July 1, 2024. The standard minimum wage for the state is \$14.20/hour (up from \$13.50); it will increase to \$14.70 on July 1, 2024. The nonurban minimum wage is \$13.20/hour (up from \$12.50); it will increase to \$13.70 on July 1, 2024.

- [Minimum wage increase schedule](#) (Bureau of Labor & Industries)
- [Commissioner Stephenson announces Oregon minimum wage determination](#) (Bureau of Labor & Industries, April 14, 2023)

Rhode Island

Rhode Island's minimum wage is \$14/hour as of Jan. 1, 2024 (up from \$13/hour) and it will increase to \$15/hour on Jan. 1, 2025.

- [H 5130](#) (Legislature)

- [Minimum wage](#) (Department of Labor and Training)
- [Governor McKee signs legislation raising the minimum wage in Rhode Island](#) (Governor's office, May 20, 2021)
- [House passes minimum wage bill](#) (State of Rhode Island General Assembly, May 6, 2021)

Texas — Houston

Houston's minimum wage for employers that have contracts with Houston's aviation air facilities is \$15/hour as of Oct. 1, 2023 — up from \$14/hour.

- [Executive Order 1-64: Living wage carrier](#) (City of Houston)
- [Houston raises the minimum wage for Houston-area airport workers, up to \\$15 per hour by October 2023](#) (Seyfarth, Feb. 22, 2022)

Virginia

The minimum wage is \$12/hour as of Jan. 1, 2023; it will increase to \$13.50 on Jan. 1, 2025, and to \$15 on Jan. 1, 2026 — contingent on the General Assembly's reenactment by July 1, 2024.

- [Acts of Assembly Chapter text](#) (General Assembly, Ch. 1242)
- [Minimum wage increases to \\$12.00 per hour effective January 1, 2023](#) (Department of Labor and Industry)
- [Virginia increases its minimum wage and creates new wage and hour claims](#) (Polsinelli, May 4, 2020)
- [Virginia to gradually raise minimum wage](#) (Jackson Lewis, April 20, 2020)
- [Governor Northam signs new laws to support Virginia workers](#) (WTKR, April 12, 2020)

Washington, DC

The minimum wage rate increased to \$17/hour on July 1, 2023; it will increase to \$17.50/hour on July 1, 2024.

- [Public notice: District of Columbia minimum wage increase](#) (Department of Employment Services)
- [Minimum wage](#) (Department of Employment Services)
- [Living Wage Act fact sheet](#) (Department of Employment Services)
- [B24-0134 — Minimum Wage Clarification Amendment Act of 2023](#) (Council of the District of Columbia)
- [D.C.'s minimum wage increases on July 1, 2024 — Here's everything employers need to know](#) (Davis Wright Tremaine)

- [Revisions to DC minimum wage law apply to those working 2 hours a week in DC](#) (Shawe Rosenthal, Jan. 31, 2024)

Washington

Washington's minimum wage increased to \$16.28/hour for employees aged 16 or older on Jan. 1, 2024 — up from \$15.74/hour in 2023. Employees aged 14 to 15 years must be paid at least \$13.84/hour in 2024 — up from \$13.38/hour in 2023. Large employers with 51 or more employees must pay exempt employees at least twice the minimum wage to be exempt from overtime requirements —\$1,302.40/ week/\$67,724.80/year for 2024. Small employers with up to 50 employees must pay exempt employees 1.75 times the minimum wage to be exempt from overtime requirements. Exempt computer professionals paid hourly must be paid at least 3.5 times the minimum wage.

In Seattle, the minimum wage for 2024 is \$19.97/hour for employers with 501 or more employees (up from \$18.69/hour in 2023). Smaller employers pay \$17.22/hour if they pay \$2.72 or more per hour toward employees' medical benefits (up from \$2.19/hour in 2023), or if the employee earns \$2.72 or more per hour in tips (up from \$2.19/hour in 2023). Otherwise, they must pay \$19.97/hour (up from \$18.69/hour in 2023).

In SeaTac, the 2024 minimum wage is \$19.71/hour for hospitality and transportation workers — up from \$19.06/hour in 2023.

In Tukwila, the 2024 minimum wage is \$20.29/hour for employers with more than 500 employees, and \$18.29/hour for employers with 15–500 employees.

On Feb. 13, 2024, Renton voters passed an initiative for Renton employers to pay the same minimum wage as the City of Tukwila — beginning July 1, 2024.

- [Minimum wage](#) (Washington State Department of Labor and Industries)
- [Minimum wage](#) (Seattle Office of Labor Standards)
- [City minimum wage](#) (City of Bellingham)
- [Initiative measure No. 23-02](#) (King County)
- [City of Tukwila minimum wages for 2024](#) (City of Tukwila, Oct. 4, 2023)
- [City of SeaTac announces 2024 minimum wage adjustments](#) (City of SeaTac, Oct. 4, 2023)
- [Washington's minimum wage will hit \\$16.28 per hour in 2024](#) (Department of Labor & Industries, Sept. 29, 2023)
- [City of SeaTac announces 2023 minimum wage adjustments](#) (City of SeaTac, Oct. 6, 2022)
- [Renton, Washington votes in local minimum wage effective July 1](#) (subscription required) (Bloomberg, Feb. 14, 2024)
- [Renton \\$19 minimum wage hike ballot measure leading in early results](#) (Seattle Times, Feb. 13, 2024)

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Roundup: US employer resources on \$15/hour or higher minimum wage rates

- [Washington state announces 2023 minimum wage rate and salary thresholds](#) (Ogletree Deakins, Oct. 3, 2022)

Section 5

Company support for minimum wage increases

- [Why Amazon supports a \\$15 minimum wage \(Amazon\)](#)
- [Delta increases starting pay to \\$19 an hour, provides pay raises to employees worldwide \(Delta, April 22, 2024\)](#)
- [A majority of America's small business owners support minimum wage increase, even as they worry about worker affordability \(CNBC, Feb. 22, 2024\)](#)
- [8 companies raising the minimum wage \(Investopedia, Jan. 3, 2024\)](#)
- [Most employers support raising federal minimum wage \(subscription require\) \(SHRM, Aug. 7, 2023\)](#)
- [Bank of America raising minimum wage to \\$22 an hour \(MSN, May 24, 2022\)](#)
- [35 companies and jobs that pay \\$15 an hour in 2022 \(Ivetriedthat, Oct. 8, 2021\)](#)
- [Walgreens latest to raise minimum wage to \\$15 an hour \(Forbes, Aug. 31, 2021\)](#)
- [CVS Health announces wage increases \(CVS, Aug. 4, 2021\)](#)
- [\\$15 wage becoming a norm as employers struggle to fill jobs \(Click Orlando, July 27, 2021\)](#)
- [Costco, Amazon and 16 other companies that raised their minimum wage to \\$15 \(or more\) \(GO Banking rates, July 23, 2021\)](#)
- [These 8 companies are increasing wages to attract more employees \(The Ascent, July 3, 2021\)](#)
- [Bank of America, Amazon, McDonald's and the state of Connecticut are raising the minimum wage and offering bonuses to entice workers to accept jobs \(Forbes, May 19, 2021\)](#)
- [Under Armour increases its minimum pay rate to \\$15 per hour \(Under Armour, May 19, 2021\)](#)
- [Bank of America increases US minimum hourly wage to \\$25 by 2021 \(requires all its US vendors to pay \\$15 per hour or more\) \(Bank of America, May 18, 2021\)](#)
- [McDonald's raises minimum pay at corporate-owned stores across the US, as the battle for workers heats up \(Insider, May 13, 2021\)](#)
- [Chipotle increases wages resulting in \\$15 per hour average wage and provides path to six figure compensation in approximately 3 years \(Chipotle, May 10, 2021\)](#)
- [Chipotle, looking to attract workers, will raise its average wage to \\$15 an hour \(The New York Times, May 10, 2021\)](#)

- [Costco increases its minimum wage to \\$16 an hour — there is an alarming downside that needs to be discussed](#) (Forbes, Feb. 26, 2021)
- [Best Buy provides updates on evolution of employee pay and sales performance: Increasing starting hourly wage to \\$15 on Aug. 2](#) (July 21, 2020)
- [Target increases starting wage to \\$15; thanks frontline team members with recognition bonus](#) (Target, June 17, 2020)
- [Wells Fargo to raise minimum hourly pay levels in a majority of its US markets](#) (Wells Fargo, March 4, 2020)



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