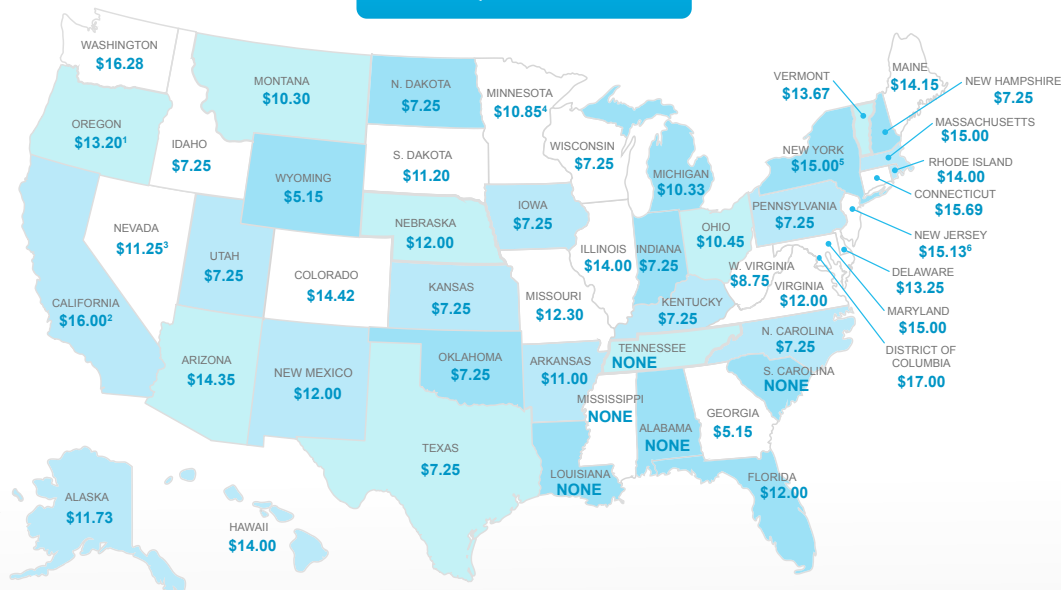


# XpertHR<sup>®</sup> Minimum Wage

As of January 2024

## ★ By State ★



- Higher in Portland and certain counties
- \$20.00 for fast food workers, effective April 1, 2024; and \$18.00-\$23.00 for health care workers, effective June 1, 2024
- \$10.25 for an employer that provides qualifying health benefits
- \$8.85 for small employers
- \$16.00 for employees in New York City, Nassau Co., Suffolk Co. or Westchester Co.
- \$13.73 for employers with five or fewer employees and for seasonal employees

See XpertHR's 50-State Chart on Minimum Wage, featuring all municipalities.

In states with no minimum wage or with a minimum wage below **\$7.25 AN HOUR**, an employer must pay at least **\$7.25** an hour to all employees who are not exempt from the federal minimum wage.

## ★ By Locality ★

Here is a sampling of the more than 50 local minimum wages that can be found across the nation.

### ★ West Coast ★

Seattle, WA	\$17.25 (small employer), \$19.97 (large employer)
Portland, OR	\$15.45
Los Angeles, CA	\$16.78
Los Angeles County, CA	\$16.90
San Francisco, CA	\$18.07
San Jose, CA	\$17.55
San Diego, CA	\$16.85

And many more...

### ★ Southwest ★

Flagstaff, AZ	\$17.40
Albuquerque, NM	\$12.00
Las Cruces, NM	\$12.36

### ★ Colorado ★

Boulder Co.	\$15.69
Denver	\$18.29
Edgewater	\$15.02

### ★ Great Lakes ★

Chicago, IL	\$15.00 (small employer), \$15.80 (large employer)
Cook County, IL	\$14.00
Minneapolis, MN	\$14.50 (small employer), \$15.57 (large employer)

### ★ East Coast ★

Portland, ME	\$15.00
Washington, DC	\$17.00
New York City, NY	\$16.00
Montgomery Co., MD	\$15.00 (small and mid-sized employers), \$16.70 (large employers)