**Minimum Wage**

For more information, please visit [www.xperthr.com](http://www.xperthr.com)

By State

1. Higher in Portland and certain counties
2. $20.00 for fast food workers, effective April 1, 2024; and $18.00-$23.00 for health care workers, effective June 1, 2024
3. $10.25 for an employer that provides qualifying health benefits
4. $8.85 for small employers
5. $16.00 for employees in New York City, Nassau Co., Suffolk Co. or Westchester Co.
6. $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

**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 employer), $16.70 (large employer)

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