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Raises from Coast to Coast in 2026: 68 Cities, Counties, and States Will Raise Minimum Wages on January 1, With 26 More Lifting Pay Later in 2026

By Yannet Lathrop



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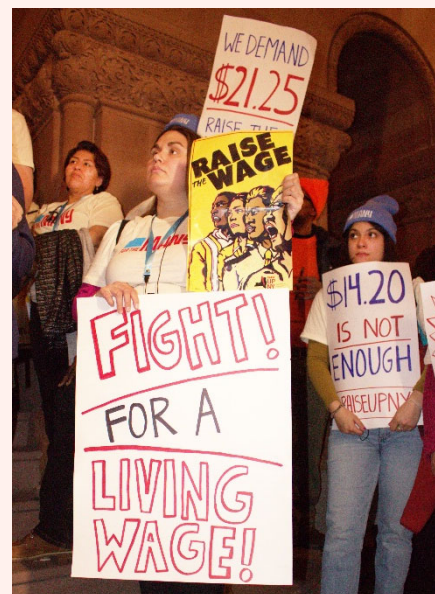


About NELP

Founded in 1969, the National Employment Law Project (NELP) is a nonprofit advocacy organization dedicated to building a just and inclusive economy where all workers have expansive rights and thrive in good jobs. Together with local, state, and national partners, NELP advances its mission through transformative legal and policy solutions, research, capacity-building, and communications. NELP is the leading national nonprofit working at the federal, state, and local levels to create a good-jobs economy. Learn more at www.nelp.org.



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by Yannet Lathrop

Summary of Wage Increases in 2026

As affordability challenges grow, NELP supports 2026 wage increases that move us toward a good-jobs economy, rooted in living wages for all. **On January 1, 2026**, the minimum wage will increase in 19 states and 49 cities and counties. In 60 of those jurisdictions, the wage floor will reach or exceed \$15.00 per hour for some or all employers, including 3 states and 40 localities where the wage floor will reach or exceed \$17.00 per hour for some or all employers.

Later in 2026, 4 states and 22 local jurisdictions will likewise lift their wage floors—25 of them to \$15.00 or more for some or all employers, including 1 state and 17 localitiesⁱ which will reach or exceed a \$17.00 minimum wage for some or all employers.

In total, 88 jurisdictions (22 states and 66 cities and counties) will raise their minimum wage floors by the end of 2026.ⁱⁱ Of those, 79 jurisdictions (14 states and 65 cities and counties) will reach or exceed a \$15.00 minimum wage for some or all employees in 2026, including 57 jurisdictions (4 states and 53 cities and counties) which will reach or exceed \$17.00.

As affordability challenges grow, NELP supports 2026 wage increases that move us toward a good-jobs economy, rooted in living wages for all.

ⁱ If Chicago increases its wage floor to at least \$17.00, this figure will increase to 18.

ⁱⁱ One state (California), and five local jurisdictions (the California cities of West Hollywood and San Diego; Saint Paul, Minnesota; and the Washington cities of Everett and Renton) are expected to raise their minimum wages twice in 2026 but are counted once in the year's grand total.

Below is a summary of what to expect:

- **On January 1st:** Wage floors will increase in 19 states and 49 cities and counties, for a total of 68 jurisdictions (Table 1).
 - In 12 states and 48 cities and counties, the minimum wage will reach or exceed **\$15.00** per hour for some or all employees.
 - In 3 states and 40 localities, the wage floor will reach or exceed **\$17.00** per hour for some or all employees. The state figure includes New Jersey, which will have a wage floor of \$18.92 for long-term care workers, and under \$17.00 for other workers; and New York, which will have a wage floor of \$17.00 for New York City, Long Island, and Westchester County, and \$16.00 for upstate; Hayward, California, which will have a wage floor of \$17.79 for large employers and \$16.90 for small employers; and Novato, California, which will have a wage floor of \$17.73 for very large employers, \$17.46 for large employers, and \$16.90 for small employers.
 - In 13 states and 44 cities and counties, the minimum wage will increase due to cost-of-living adjustments—including New Jersey, which is implementing step increases for agricultural workers, while adjusting the wage floor for all others to reflect inflation; King County, Washington, which is implementing inflation adjustments for employers with more than 500 workers, and adjusting step increases for all others; and the Washington cities of Bellingham and Burien, which set their minimum wages at specific dollar amounts above the state minimum wage (the state wage floor is currently increasing to match inflation).
 - One city—**Flagstaff, Arizona**—will ring in the new year with the final step in the decade-long gradual **elimination of its subminimum tipped wage**. In 2016, the city's voters approved a ballot initiative raising the minimum wage to \$15.00 by 2021 (later amended to \$15.50 by 2022) and the phase-out of the subminimum tipped wage by 2026. Starting January 1, 2026, Flagstaff will no longer permit employers of tipped workers to use any portion of tips as a credit towards their obligation to pay the minimum wage. The full minimum wage of \$18.35 will now serve as the tipped cash wage with tips on top.¹
- **Later in the year:** 4 states and 22 cities and counties will follow with additional minimum wage increases, for a total of 26 jurisdictions (Table 2).
 - Among these jurisdictions are the state of California; the California cities of West Hollywood and San Diego; Saint Paul, Minnesota; and the Washington cities of Everett and Renton; which will raise their minimum wages twice (January 1st and later in the year) for some or all employers.
 - In 3 states and 22 cities and counties, the minimum wage will reach or exceed **\$15.00** per hour for some or all employers, including Oregon and Saint Paul, Minnesota which will have a lower minimum wage for some workers.
 - In 1 state (California) and 17 local jurisdictions, the wage floor will reach or exceed **\$17.00** per hour for some or all workers. (If Chicago's inflation-adjusted minimum wage reaches \$17.00 or more, the number of localities would increase to 18).
 - In 1 state (Oregon) and 22 cities and counties, the minimum wage will increase due to cost-of-living adjustments—including the California cities of Los Angeles and San Diego; Washington, D.C.; Chicago, Illinois; and Saint Paul, Minnesota, which will adjust their minimum wages for some workers to account for inflation while they continue to raise the wage floor for other workers through step increases.

- **Wage floors above \$15:** 11 states and 65 cities and counties will have surpassed a \$15.00 minimum wage for some or all employees by the end of 2026, including 4 states and 53ⁱⁱⁱ localities which will have reached or surpassed a \$17.00 minimum wage (Table 3).
- **No increases:** Eight states (Arkansas, Delaware, Illinois, Maryland, Massachusetts, Nevada, New Mexico, and West Virginia) with minimum wage laws above the federal rate of \$7.25 are not expected to raise their minimum wages in 2026 (Table 4). All these states have failed to adopt provisions that index their minimum wages to inflation. Another 20 states, mainly in the South, will also not increase their wage floors as they have not adopted their own minimum wage laws or have set their minimum wages at the federal rate of \$7.25 or lower (Table 5). The South is home to the majority of the U.S. Black population,² so the failure to raise wages and adopt other worker protections in the region have especially pernicious effects on the Black workforce.³
- **The legacy of the Fight for \$15:** 15 states have adopted a path to a \$15.00 (or higher) minimum wage since 2012: Alaska, California, Connecticut, Delaware, Florida, Hawaii, Illinois, Maryland, Massachusetts, Michigan, Missouri, Nebraska, New Jersey, New York, and Rhode Island. In addition, although Arizona, Colorado, Maine, Oregon, and Washington State adopted wage laws with original target rates under \$15.00 per hour, indexing provisions in their laws have boosted their wage floors above \$15.00 for some or all workers in recent years. **In total, 20 states are on a path to, or have reached or exceeded a \$15.00 minimum wage.**



ⁱⁱⁱ If Chicago increases its wage floor to at least \$17.00, this figure will increase to 54.

Minimum Wage Developments in 2025

The year 2025 brought a mix of groundbreaking wins and some setbacks for underpaid workers. Below are some of the main developments:

- **Rhode Island:** Governor Daniel McKee signed legislation raising the state minimum wage to **\$17.00 by 2027**. An estimated 50,000 workers will benefit.⁴
- **Los Angeles, CA:** In a trailblazing move, the Los Angeles City Council voted in May to gradually raise the minimum wage for certain **tourism** industry workers to **\$30.00 by 2028** and require employers to provide them with a modest health care stipend.⁵ Industry groups attempted to repeal the ordinance by filing a referendum petition but failed to collect the required signatures.⁶ The measure—which is expected to be the highest wage floor in the country in 2028—will not only increase worker pay and benefits, but it is also projected to create 6,000 full-time jobs.⁷
- **San Diego, CA:** The San Diego city council approved a measure to increase the wage floor for **hospitality** workers to **\$25.00 by 2030**. The hospitality minimum wage will increase on different timelines for workers at amusement parks and hotels, and workers employed by event centers, but all will reach a \$25.00 minimum wage by 2030.⁸
- **Portland, ME:** Voters in Portland approved a ballot measure in November that raises the wage floor to **\$19.00 by 2028**.⁹ The measure passed by a decisive 63 percent to 37 percent margin.¹⁰ According to the Maine Center for Economic Policy, an estimated 15,000 workers (21 percent of the city's workforce) will benefit, including approximately a quarter of the female (23 percent) and non-white (27 percent) workforce. On average, affected workers will earn \$2,100 more per year, with their aggregate wages totaling \$32 million.¹¹
- **Santa Fe, NM:** Mayor Alan Webber introduced and the Santa Fe City Council passed an ordinance raising the city's minimum wage to **\$17.50 by 2027**, with future adjustments tied to overall inflation and rental costs.¹² Over 4,100 workers earning the minimum wage are expected to benefit directly when the wage floor boosts their hourly earnings automatically; and an additional 4,800 workers are expected to benefit indirectly when the higher wage floor boosts the wages of workers earning slightly above the minimum wage. Overall, nearly 9,000 workers (20 percent of the city's workforce) will experience wage increases.¹³
- **Burien, WA:** In October 2024, the Burien City Council approved an ordinance increasing the minimum wage between \$3.50 and \$4.50 above the Washington state minimum wage, depending on business size. The first increase took place on January 1, 2025 for large businesses, and the second on July 1, 2025 for mid-size businesses. Small businesses with 20 or fewer workers are exempt.¹⁴ In February 2025, voters approved a **ballot initiative**¹⁵ that would increase the minimum wage for large businesses to the same rate as the neighboring city of Tukwila, WA right away, and phase in the minimum for medium and small businesses over time.¹⁶

Other developments this year include:

- **California:** Governor Gavin Newsom signed into law two bills that seek to increase pay for **incarcerated workers**. Assembly Bill 247 raises the wage of incarcerated workers assigned to an active fire incident to \$7.25 per hour. Assembly Bill 248 removes a cap that limits incarcerated workers' earnings to just \$2.00 in total per 8 hours of work and allows counties to set their own wages.¹⁷ These bills are a positive development in the right direction, but more must be done. Subminimum wages, especially in this context, are the enduring legacy of anti-Black slavery and Black Codes that criminalized unemployment if you were Black.¹⁸ Incarcerated people have economic needs—their own, including exorbitant court and facility-imposed fees—but also families they support. Like all workers, incarcerated people ought to be paid the same wages for the same work.
- **Colorado:** Workers and advocates defeated an effort to slash local tipped wages and chip away at local power. A bill in the state House would have mandated localities with their own minimum wages to amend their tipped wages so they match the state's lower tipped cash wage. This bill would not only have cut tipped workers' cash wages in Denver, Boulder, Boulder County, and Edgewater—all of which have adopted their own minimum wage laws—but it would also have rolled back local control by imposing the state's lower cash wage on localities. Although the bill (HB25-1208)¹⁹ did pass, its proponents were forced to accept an amendment which gives localities the choice (but no longer requires them) to lower their tipped wages.²⁰
- **Michigan and Missouri:** Minimum wage detractors partially prevailed in Michigan and Missouri. In Michigan, Senate Bill 8 rolls back the gradual elimination of the subminimum tipped wage. Under the new law, the tipped subminimum wage will no longer be phased out until it reaches parity with the full minimum wage; it will only reach 50 percent of the full minimum wage by 2031.²¹ However, the standard minimum wage will increase to \$15.00 by 2027, with inflation-based increases thereafter.²² In Missouri, Republicans rammed through House Bill 567 which rolls back key provisions of a ballot initiative that voters had overwhelmingly approved in November 2024. The main target of the bill was paid sick leave, which was fully repealed.²³ But—while it allows the minimum wage to reach \$15.00 as scheduled—this bill also removes a provision that would have raised the minimum wage in future years to reflect the rate of inflation.²⁴
- **Boulder County, CO:** Despite overwhelming opposition from workers and advocates, the Boulder County Board of Commissioners voted to cut the county's minimum wage. The wage floor will now match the city of Boulder's lower minimum wage in January 2026, and will only increase at the rate of inflation in future years. Compared with the original ordinance which would have raised the county's minimum wage to \$25.00 by 2030, under the new ordinance affected workers could earn \$2,400 less in 2026 and \$12,600 less in 2030.²⁵
- **Olympia, WA:** Voters in Olympia narrowly rejected a “workers bill of rights” ballot initiative that would have raised the minimum wage, provided fair scheduling, and adopted other pro-worker provisions.²⁶

Workers Need Higher Minimum Wages to Help Withstand Rising Costs

Policies increasing the minimum wage have been a lifeline for underpaid workers who have been the most impacted by a growing affordability crisis²⁷—defined here as the growing gap between household incomes and the cost of housing, groceries and other basics, a gap that can be traced to the unwillingness or inability of legislators to adopt policies to sufficiently raise pay and address rising costs.

According to the National Low Income Housing Coalition, which analyzes the growing gap between wages and housing costs in its annual *Out of Reach* report, only 219 counties (out of more than 3,000 in the U.S.) have 1-bedroom fair market rents (an estimation of how much rent should cost) that are affordable for a worker earning the minimum wage, provided they work full time hours or more. All 219 of those counties are in states where the minimum wage exceeds the federal wage floor.²⁸

Various studies have found that higher minimum wages are associated with a decrease in food insecurity,²⁹ an increase in the ability to purchase healthier foods,³⁰ and a decrease in poverty.³¹

In addition, research shows that higher minimum wages do not contribute to overall inflation.³² Since 2020, overall inflation has grown by 23.6 percent, and the price of groceries has risen by 26.4 percent.³³ As inflation continues to hover above the 2 percent rate³⁴ preferred by the Federal Reserve,³⁵ and as the prices of food and other necessities are predicted to remain elevated for the coming year,³⁶ higher minimum wages can mitigate the pain of rising prices.³⁷



Photo credit: CWA Local 7777

Table 1. State and Local Minimum Wage Increases Effective January 1, 2026

Jurisdiction	Minimum Wage Law	2026 Minimum Wage	2026 Tipped Wage	Current Minimum Wage	Current Tipped Wage	Step Increase or CPI
STATE						
Arizona ³⁸	\$12.00 by 2020	\$15.15	\$12.15	\$14.70	\$11.70	CPI
California ^{39 iv}	\$15.00 by 2022–2023	\$16.90 (see also Table 2)	One fair wage ^v	\$16.50	One fair wage	CPI
Colorado ⁴⁰	\$12.00 by 2020	\$15.16	\$12.14	\$14.81	\$11.79	CPI
Connecticut ⁴¹	\$15.00 by 2023	\$16.94	No change	\$16.35	\$6.38 (hotel, restaurant) \$8.23 (bartenders)	CPI
Hawaii ⁴²	\$18.00 by 2028	\$16.00	\$14.75	\$14.00	\$12.75	Step increase
Maine ⁴³	\$12.00 by 2020	\$15.10	\$7.55	\$14.65	\$7.33	CPI
Michigan ⁴⁴	\$15.00 by 2027	\$13.73	\$5.49	\$12.48	\$4.74	Step increase
Minnesota ⁴⁵	\$7.75–\$9.50 by 2016	\$11.41	One fair wage	\$11.13	One fair wage	CPI
Missouri ⁴⁶	\$15.00 by 2026	\$15.00	\$7.50	\$13.75	\$6.88	Step increase
Montana ⁴⁷	2006 Ballot Initiative	\$10.85	One fair wage	\$10.55	One fair wage	CPI
Nebraska ⁴⁸	\$15.00 by 2026	\$15.00	No change	\$13.50	\$2.13	Step increase
New Jersey ⁴⁹	\$15.00 by 2024–2030	\$15.92 (standard) \$15.23 (small, seasonal) \$14.20 (agricultural) \$18.92 (long-term care)	\$6.05	\$15.49 (standard) \$14.53 (small, seasonal) \$13.40 (agricultural) \$18.49 (long-term care)	\$5.62	CPI (most); step increase (agricultural)
New York ⁵⁰	\$16.00–\$17.00 by 2026	\$17.00 (NYC & Long Island) \$16.00 (upstate)	\$10.70–\$14.15 depending on region & occupation (hospitality only)	\$16.50 (NYC & Long Island) \$15.50 (upstate)	\$10.35–\$13.75 depending on region & occupation (hospitality only)	Step increase
Ohio ⁵¹	Constitutional Amendment (2006)	\$11.00	\$5.50	\$10.70	\$5.05	CPI
Rhode Island ⁵²	\$17.00 by 2027	\$16.00	No change	\$15.00	\$3.89	Step increase
South Dakota ⁵³	\$8.50 by 2015	\$11.85	\$5.93	\$11.50	\$5.75	CPI
Vermont ⁵⁴	\$12.55 by 2022	\$14.42	\$7.21	\$14.01	\$7.01	CPI
Virginia ⁵⁵	\$12.00 by 2023	\$12.77	No change	\$12.41	\$2.13	CPI
Washington State ⁵⁶	\$13.50 by 2020	\$17.13	One fair wage	\$16.66	One fair wage	CPI

^{iv} California Assembly Bill No. 1228, which was signed into law in 2023, approved a \$20.00 minimum wage for fast-food workers effective April 1, 2024, and created a Fast-Food Council with the ability to set future increases. At the time of this writing, the Council had not announced a wage increase for 2026.

^v “One fair wage” refers to minimum wage policies that require employers to pay tipped workers the full minimum wage as their cash wage, with tips on top.

Table 1. State and Local Minimum Wage Increases Effective January 1, 2026

Jurisdiction	Minimum Wage Law	2026 Minimum Wage	2026 Tipped Wage	Current Minimum Wage	Current Tipped Wage	Step Increase or CPI
LOCAL						
Flagstaff, AZ ¹	\$15.50 by 2022 & one fair wage by 2026	\$18.35	One fair wage	\$17.85	\$16.85	CPI
Tucson, AZ ⁵⁷	\$15.00 by 2025	\$15.45	\$12.45	\$15.00	\$12.00	CPI
Belmont, CA ⁵⁸	\$15.90 by 2021	\$18.95	One fair wage	\$18.30	One fair wage	CPI
Burlingame, CA ⁵⁹	\$15.00 by 2021	\$17.86	One fair wage	\$17.43	One fair wage	CPI
Cupertino, CA ⁶⁰	\$15.00 by 2019	\$18.70	One fair wage	\$18.20	One fair wage	CPI
Daly City, CA ⁶¹	\$15.00 by 2021	TBD (\$17.07 + CPI)	One fair wage	\$17.07	One fair wage	CPI
East Palo Alto, CA ⁶²	\$15.00 by 2021	\$17.90	One fair wage	\$17.45	One fair wage	CPI
El Cerrito, CA ⁶³	\$15.00 by 2019	\$18.82	One fair wage	\$18.34	One fair wage	CPI
Foster City, CA ⁶⁴	\$16.50 by 2023	\$17.85	One fair wage	\$17.39	One fair wage	CPI
Half Moon Bay, CA ⁶⁵	\$15.00 by 2021	\$17.91	One fair wage	\$17.47	One fair wage	CPI
Hayward, CA ⁶⁶	\$14.00–\$15.00 by 2021	\$17.79 (large) \$16.50 (small)	One fair wage	\$17.36 (large) \$16.50 (small)	One fair wage	CPI
Los Altos, CA ⁶⁷	\$15.00 by 2019	\$18.70	One fair wage	\$18.20	One fair wage	CPI
Menlo Park, CA ⁶⁸	\$15.00 by 2020	\$17.55	One fair wage	\$17.10	One fair wage	CPI
Mountain View, CA ⁶⁹	\$15.00 by 2018	\$19.70	One fair wage	\$19.20	One fair wage	CPI
Novato, CA ⁷⁰	\$15.00 by 2020–2022	\$17.73 (very large) \$17.46 (large) \$16.90 (small)	One fair wage	\$17.27 (very large) \$17.00 (large) \$16.50 (small)	One fair wage	CPI
Oakland, CA ⁷¹	\$12.25 by 2015; \$15.00–\$20.00 by 2019 (hotel)	TBD (\$16.89 + CPI, standard) TBD (\$18.36 to \$24.48 + CPI, hotel)	One fair wage	\$16.89 (standard) \$18.36 (hotel, benefits) \$24.48 (hotel, no benefits)	One fair wage	CPI
Palo Alto, CA ⁷²	\$15.00 by 2019	\$18.70	One fair wage	\$18.20	One fair wage	CPI
Petaluma, CA ⁷³	\$15.00 by 2020–2021	\$18.31	One fair wage	\$17.97	One fair wage	CPI
Redwood City, CA ⁷⁴	\$15.00 + CPI by 2020	\$18.65	One fair wage	\$18.20	One fair wage	CPI
Richmond, CA ⁷⁵	\$15.00 by 2019	\$19.18	One fair wage	\$17.77 ⁷⁶	One fair wage	CPI
San Carlos, CA ⁷⁷	\$15.00 + CPI by 2021	\$17.75	One fair wage	\$17.32	One fair wage	CPI
San Diego, CA	\$11.50 by 2017 (standard); ⁷⁸ \$25.00 by 2030 (hospitality) ⁷⁹	\$17.75 (standard) <i>(see also Table 2)</i>	One fair wage	\$17.25	One fair wage	CPI

Table 1. State and Local Minimum Wage Increases Effective January 1, 2026

Jurisdiction	Minimum Wage Law	2026 Minimum Wage	2026 Tipped Wage	Current Minimum Wage	Current Tipped Wage	Step Increase or CPI
San Jose, CA ⁸⁰	\$15.00 by 2019	\$18.45	One fair wage	\$17.95	One fair wage	CPI
San Mateo, CA ⁸¹	\$15.00 by 2019–2020	\$18.60	One fair wage	\$17.95	One fair wage	CPI
San Mateo County, CA ⁸²	\$16.50 by 2023	\$17.95	One fair wage	\$17.46	One fair wage	CPI
Santa Clara, CA ⁸³	\$15.00 by 2019	\$18.70	One fair wage	\$18.20	One fair wage	CPI
Santa Rosa, CA ⁸⁴	\$15.00 by 2020–2021	\$18.21	One fair wage	\$17.87	One fair wage	CPI
Sonoma, CA ⁸⁵	\$16.00–\$17.00 by 2023	TBD (\$16.96 + CPI, large) TBD (\$18.02 + CPI, small)	One fair wage	\$18.02 (large) \$16.96 (small)	One fair wage	CPI
South San Francisco, CA ⁸⁶	\$15.00 by 2020	\$18.15	One fair wage	\$17.70	One fair wage	CPI
Sunnyvale, CA ⁸⁷	\$15.00 by 2018	\$19.50	One fair wage	\$19.00	One fair wage	CPI
West Hollywood, CA ⁸⁸	\$17.00–\$17.50 by 2023 (standard); \$17.64 by 2022 (hotel)	\$20.25 (standard) <i>(see also Table 2)</i>	One fair wage	\$19.65 (standard) \$20.22 (hotel)	One fair wage	CPI
Boulder, CO ⁸⁹	\$18.17 by 2027	\$16.82	\$13.80	\$15.57	\$12.55	Step increase
Boulder County, CO ⁹⁰	\$25.00 by 2030	\$16.82	\$14.97	\$16.57	\$13.55	Step increase
Denver, CO ⁹¹	\$15.87 by 2022	\$19.29	\$16.27	\$18.81	\$15.79	CPI
Edgewater, CO ⁹²	\$21.99 by 2028	\$18.17	\$15.15	\$16.52	\$13.50	Step increase
Portland, ME ⁹³	\$19.00 by 2028 ⁹³	\$16.75 ⁹⁴	\$8.38	\$15.50 ⁹⁵	\$7.75	Step increase
Rockland, ME ⁹⁶	\$15.00 by 2024 ⁹⁷	\$16.00	\$8.00	\$15.50 ⁹⁸	\$7.75	CPI
Howard County, MD ⁹⁹	\$16.00 by 2025–2026	\$15.50 (small) ¹⁰⁰	No change	\$16.00 (large & county) \$15.00 (small)	\$3.63	Step increase
Minneapolis, MN ¹⁰¹	\$15.00 by 2022–2024	\$16.37	One fair wage	\$15.97	One fair wage	CPI
St. Paul, MN ¹⁰²	\$15.00 by 2022–2027	\$16.37 (macro, large, city employees) <i>(see also Table 2)</i>	One fair wage	\$15.97 (macro, large, city employees) \$15.00 (small) \$13.25 (micro)	One fair wage	CPI
Las Cruces, NM ¹⁰³	\$10.10 by 2019	\$13.01	\$5.20	\$12.65	\$5.06	CPI
Bellingham, WA ¹⁰⁴	\$2.00 above state wage floor by 2025	\$19.13	One fair wage	\$18.66	One fair wage	CPI (state) + \$2.00

Table 1. State and Local Minimum Wage Increases Effective January 1, 2026

Jurisdiction	Minimum Wage Law	2026 Minimum Wage	2026 Tipped Wage	Current Minimum Wage	Current Tipped Wage	Step Increase or CPI
Burien, WA ¹⁰⁵	\$3.50–\$4.50 above state wage floor by 2025 ^{vi}	\$21.63 (large) \$20.63 (mid-size)	One fair wage	\$21.16 (large “level 1”) \$20.16 (mid “level 2”)	One fair wage	CPI (state) + \$3.50-\$4.50
Everett, WA ¹⁰⁶	\$18.24–\$20.24 by 2025 ^{vii}	\$20.77 (large) \$18.77 (mid-size) <i>(see also Table 2)</i>	One fair wage	\$20.24 (large) \$18.24 (mid-size)	One fair wage	CPI
King County, WA ¹⁰⁷	\$20.29 + CPI by 2025 (large); parity by 2030 (small)	\$20.82 (large) \$19.82 (mid & small with >\$2 mill revenue) \$18.32 (small)	One fair wage	\$20.29 (large) \$18.29 (mid & small with >\$2 mill revenue) \$17.29 (small)	One fair wage	CPI (large) and step increase (small)
Renton, WA ¹⁰⁸	Tukwila’s 2023 minimum wage + CPI by 2024–2025 ^{viii}	\$21.57 (large) \$20.57 (mid-size) <i>(see also Table 2)</i>	One fair wage	\$20.90 (large) \$19.90 (mid-size)	One fair wage	CPI
SeaTac, WA ¹⁰⁹	\$15.00 by 2014	\$20.74	One fair wage	\$20.17	One fair wage	CPI
Seattle, WA ¹¹⁰	\$15.00 by 2017–2021	\$21.30	One fair wage	\$20.76	One fair wage	CPI
Tukwila, WA ¹¹¹	Matches SeaTac wage floor by 2023 ^{ix}	\$21.65	One fair wage	\$21.10 (large) \$21.10 (mid-size)	One fair wage	CPI
Number of states raising the minimum wage to any level on January 1, 2026					19 ^x	From CPI: 13 ^{xi}
Number of cities and counties raising the minimum wage to any level on January 1, 2026					49 ^{xii}	From CPI: 44 ^{xiii}
Number of states to reach or exceed \$15 per hour on January 1, 2026					12 ^{xiv}	
Number of cities and counties to reach or exceed \$15 per hour on January 1, 2026					48	
Number of states to reach or exceed \$17 per hour on January 1, 2026					3 ^{xv}	
Number of cities and counties to reach or exceed \$17 per hour on January 1, 2026					40 ^{xvi}	

^{vi} Applies to employers with 500+ workers (“level 1” employers) and 21 to 499 workers (“level 2” employers) only.

^{vii} Applies to employers with 500+ workers (“large” employers) and 15 to 499 workers (“other covered” employers) only.

^{viii} Applies to employers with 15 to 500 workers (“mid-size” employers) and over 500 workers (“large” employers) only.

^{ix} Applies to employers with 15 to 500 workers (“mid-size” employers) and over 500 workers (“large” employers) only.

^x Includes California, which will raise its minimum wage twice in 2026: On January 1st for the workforce as a whole, and on July 1st for healthcare workers.

^{xi} Includes New Jersey, which is implementing step increases for agricultural workers; and adjusting the wage floor for all others to match inflation.

^{xii} Includes the California cities of San Diego and West Hollywood; Saint Paul, Minnesota; and the Washington cities of Everett and Renton, which will raise their minimum wages twice in 2026 for some or all workers.

^{xiii} Includes King County, Washington, which is implementing inflation adjustments for employers with more than 500 workers, and adjusting step increases for all others; and the Washington cities of Bellingham and Burien, which set their minimum wages at specific dollar amounts above the state minimum wage (the state wage floor is currently increasing to match inflation).

^{xiv} Includes New Jersey, which has a wage floor under \$15.00 for some workers.

^{xv} Includes New Jersey, which will have a \$18.92 minimum wage for long-term care workers, and minimum wages under \$17.00 for all others; and New York, which will have a \$17.00 minimum wage for New York City, Long Island, and Westchester County, and a \$16.00 minimum wage for upstate.

^{xvi} Includes the California cities of Hayward and Novato which will have a minimum wage under \$17.00 for some workers.

Table 2. State and Local Minimum Wage Increases Later in 2026

Jurisdiction	Minimum Wage Law	2026 Minimum Wage	2026 Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step Increase or CPI
STATE							
Alaska ¹¹²	\$15.00 by 2027	\$14.00	One fair wage	07/01/2026	\$13.00	One fair wage	Step increase
California (Health Care) ¹¹³	\$25.00 by 2026–2033	\$19.28–\$25.00 (depending on type of facility) (see also Table 1)	n/a	07/01/2026	\$18.63–\$24.00 (depending on type of facility)	n/a	Step increase
Florida ¹¹⁴	\$15.00 by 2026	\$15.00	\$11.98	09/30/2026	\$14.00	\$10.98	Step increase
Oregon ¹¹⁵	\$12.50–\$14.75 by 2022	TBD (\$14.05–\$16.30 + CPI)	One fair wage	07/01/2026	\$16.30 (Portland) \$15.05 (standard) \$14.05 (rural)	One fair wage	CPI
LOCAL							
Alameda, CA ¹¹⁶	\$15.00 by 2020	TBD (\$17.46 + CPI)	One fair wage	07/01/2026	\$17.46	One fair wage	CPI
Berkeley, CA ¹¹⁷	\$15.00 by 2018	TBD (\$19.18 + CPI)	One fair wage	07/01/2026	\$19.18	One fair wage	CPI
Emeryville, CA ¹¹⁸	\$15.00 by 2018–2019	TBD (\$19.90 + CPI)	One fair wage	07/01/2026	\$19.90	One fair wage	CPI
Fremont, CA ¹¹⁹	\$15.00 by 2020–2021	TBD (\$17.75 + CPI)	One fair wage	07/01/2026	\$17.75	One fair wage	CPI
Los Angeles, CA ¹²⁰	\$15.00 by 2020–2021 (standard); \$30.00 by 2028 (hotel)	TBD (\$17.87 + CPI, standard) \$25.00 (hotel) ¹²¹	One fair wage	07/01/2026	\$17.87 (standard) \$22.50 (hotel)	One fair wage	CPI (standard); second step (hotel)
Los Angeles County, CA ¹²²	\$15.00 by 2020–2021	TBD (\$17.81 + CPI)	One fair wage	07/01/2026	\$17.81	One fair wage	CPI
Malibu, CA ¹²³	\$15.00 by 2020–2021	TBD (\$17.27 + CPI)	One fair wage	07/01/2026	\$17.27	One fair wage	CPI
Milpitas, CA ¹²⁴	\$15.00 by 2019	TBD (\$18.20 + CPI)	One fair wage	07/01/2026	\$18.20	One fair wage	CPI
Pasadena, CA ¹²⁵	\$15.00 by 2020–2021	TBD (\$18.04 + CPI)	One fair wage	07/01/2026	\$18.04	One fair wage	CPI
San Diego ⁷⁹	\$11.50 by 2017 (standard); \$25.00 by 2030 (hospitality)	\$19.00 (hotels) \$21.06 (event centers) (see also Table 2)	One fair wage	07/01/2026	\$17.25 (standard)	One fair wage	CPI (standard); step increase (hospitality)
San Francisco, CA ¹²⁶	\$15.00 by 2018	TBD (\$19.18 + CPI)	One fair wage	07/01/2026	\$19.18	One fair wage	CPI
Santa Monica, CA ¹²⁷	\$15.00 by 2020–2021 (standard); \$15.37 by 2017 (hotel)	TBD (\$17.81 + CPI, standard) TBD (\$22.50 + CPI, hotel)	One fair wage	07/01/2026	\$17.81 (standard) \$22.50 (hotel)	One fair wage	CPI

Table 2. State and Local Minimum Wage Increases Later in 2026

Jurisdiction	Minimum Wage Law	2026 Minimum Wage	2026 Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step Increase or CPI
West Hollywood, CA ⁸⁸	\$17.00–\$17.50 by 2023; \$17.64 by 2022 (hotel)	TBD (\$20.22 + CPI, hotel) <i>(see also Table 1)</i>	One fair wage	07/01/2026	\$19.65 (standard) \$20.22 (hotel)	One fair wage	CPI
Washington, DC ¹²⁸	\$15.00 by 2020; 75% of full minimum wage by 2034 (tipped)	TBD (\$17.95 + CPI)	TBD (56% of full minimum wage) ¹²⁹	07/01/2026	\$17.95	\$10.00	CPI (standard) and step increase (tipped)
Chicago, IL ¹³⁰	\$15.00 by 2021–2024; one fair wage by 2028	TBD (\$16.60 + CPI)	TBD (84% of full minimum wage) ¹³¹	07/01/2026	\$16.60	\$12.62	CPI (standard) and step increase (tipped)
Cook County, IL ¹³²	\$13.00 by 2020	TBD (\$15.00 + CPI)	TBD (60% of full minimum wage)	07/01/2026	\$15.00	\$9.00	CPI
Montgomery County, MD ¹³³	\$15.00 by 2021–2024	TBD (\$17.65 + CPI, large) TBD (\$16.00 + CPI + up to 1%, mid-size) TBD (\$15.50 + CPI + up to 1%, small)	No change: \$4.00	07/01/2026	\$17.65 (large) \$16.00 (mid-size) \$15.50 (small)	\$4.00	CPI
St. Paul, MN ¹⁰²	\$15.00 by 2023–2027	\$16.37 (small) \$14.25 (micro) <i>(see also Table 1)</i>	One fair wage	07/01/2026	\$15.97 (macro, large, city workers) \$15.00 (small) \$13.25 (micro)	One fair wage	CPI (small) and step increase (micro)
Santa Fe, NM ¹³⁴	\$9.50 by 2006	TBD (\$15.00 + CPI)	No change: \$3.00	03/01/2026	\$15.00	\$3.00	CPI
Santa Fe County, NM ¹³⁵	\$10.66 by 2014	TBD (\$15.00 + CPI)	TBD (30% of full minimum wage)	03/01/2026	\$15.00	\$4.50	CPI
Everett, WA ¹⁰⁶	\$18.24–\$20.24 by 2025	\$19.77 (mid-size) <i>(see also Table 1)</i>	One fair wage	07/01/2026	\$20.24 (large) \$18.24 (mid-size)	One fair wage	CPI
Renton, WA ¹⁰⁸	Tukwila's 2023 minimum wage + CPI by 2024–2025	\$21.57 (mid-size) <i>(see also Table 1)</i>	One fair wage	07/01/2026	\$20.90 (large) \$19.90 (mid-size)	One fair wage	CPI
Number of states raising the minimum wage to any level later in 2026						4 ^x	CPI: 1
Number of cities and counties raising the minimum wage to any level later in 2026						22 ^{xii}	CPI: 22 ^{xvii}
Number of states to reach or exceed \$15 per hour later in 2026						3 ^{xviii}	

^{xvii} Includes the California cities of Los Angeles and San Diego; the District of Columbia; Chicago, Illinois; and Saint Paul, Minnesota, which will adjust their standard minimum wages to account for inflation while they increase the wage floor for some workers (for example, tipped workers) through step increases.

^{xviii} Includes Oregon, which will have a wage floor under \$15.00 for some workers.

Table 2. State and Local Minimum Wage Increases Later in 2026

Jurisdiction	Minimum Wage Law	2026 Minimum Wage	2026 Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step Increase or CPI
Number of <i>cities and counties</i> to reach or exceed \$15 per hour later in 2026						22 ^{xix}	
Number of <i>states</i> to reach or exceed \$17 per hour later in 2026						1 ^{xx}	
Number of <i>cities and counties</i> to reach or exceed \$17 per hour later in 2026						17 ^{xxi xxii}	

Photo credit: Missouri Jobs with Justice



^{xix} Includes Saint Paul, Minnesota, which has a wage floor under \$15.00 for some workers.

^{xx} Includes California, which will have a minimum wage above \$17.00 for health care workers (and a \$20 minimum wage for fast-food workers, which went into effect in 2024), and a standard minimum wage under \$17.00.

^{xxi} Includes Montgomery County, Maryland, which will have a minimum wage under \$17.00 for some employers.

^{xxii} This figure may increase to 18 if the inflation-adjusted minimum wage for Chicago increases to at least \$17.00.

Table 3. States, Cities, and Counties with Wage Floors *Above* \$15 for Some or All Employers in 2026

Jurisdiction	2026 Minimum Wage	Effective Date	Step Increase or CPI
STATE			
Arizona	\$15.15	01/01/2026	CPI
California	\$16.90 (standard) \$19.28–\$25.00 (health care)	01/01/2026 & 07/01/2026	CPI & step increase
Colorado	\$15.16	01/01/2026	CPI
Connecticut	\$16.94	01/01/2026	CPI
Hawaii	\$16.00	01/01/2026	Step increase
Maine	\$15.10	01/01/2026	CPI
New Jersey	\$15.92 (standard) \$15.23 (small & seasonal) \$14.20 (agricultural) \$18.92 (long-term care)	01/01/2026	CPI & step increase
New York	\$17.00 (NYC & Long Island) \$16.00 (upstate)	01/01/2026	Step increase
Oregon	TBD (\$16.30 + CPI Portland) TBD (\$15.05 + CPI standard) TBD (\$14.05 + CPI rural)	07/01/2026	CPI
Rhode Island	\$16.00	01/01/2026	Step increase
Washington State	\$17.13	01/01/2026	CPI
LOCAL			
Flagstaff, AZ	\$18.35	01/01/2026	CPI
Tucson, AZ	\$15.45	01/01/2026	CPI
Alameda, CA	TBD (\$17.46 + CPI)	07/01/2026	CPI
Belmont, CA	\$18.95	01/01/2026	CPI
Berkeley, CA	TBD (\$19.18 + CPI)	07/01/2026	CPI
Burlingame, CA	\$17.86	01/01/2026	CPI
Cupertino, CA	\$18.70	01/01/2026	CPI
Daly City, CA	TBD (\$17.07 + CPI)	01/01/2026	CPI
East Palo Alto, CA	\$17.90	01/01/2026	CPI
El Cerrito, CA	\$18.82	01/01/2026	CPI
Emeryville, CA	TBD (\$19.90 + CPI)	07/01/2026	CPI
Foster City, CA	\$17.85	01/01/2026	CPI
Fremont, CA	TBD (\$17.75 + CPI)	07/01/2026	CPI
Half Moon Bay, CA	\$17.91	01/01/2026	CPI
Hayward, CA	\$17.79 (large) \$16.90 (small)	01/01/2026	CPI
Los Altos, CA	\$18.70	01/01/2026	CPI
Los Angeles, CA	TBD (\$17.87 + CPI, standard) \$25.00 (hotel)	07/01/2026	CPI & step increase
Los Angeles County, CA	TBD (\$17.27 + CPI)	07/01/2026	CPI
Malibu, CA	TBD (\$17.27 + CPI)	07/01/2026	CPI
Menlo Park, CA	\$17.55	01/01/2026	CPI
Milpitas, CA	TBD (\$18.20 + CPI)	07/01/2026	CPI
Mountain View, CA	\$19.70	01/01/2026	CPI

Table 3. States, Cities, and Counties with Wage Floors *Above* \$15 for Some or All Employers in 2026

Jurisdiction	2026 Minimum Wage	Effective Date	Step Increase or CPI
Novato, CA	\$17.73 (very large) \$17.46 (large) \$16.90 (small)	01/01/2026	CPI
Oakland, CA	TBD \$16.89 + CPI, standard) TBD (\$18.36 to \$24.48 + CPI, hotel)	01/01/2026	CPI
Palo Alto, CA	\$18.70	01/01/2026	CPI
Pasadena, CA	TBD (\$18.04 + CPI)	07/01/2026	CPI
Petaluma, CA	\$18.31	01/01/2026	CPI
Redwood City, CA	\$18.65	01/01/2026	CPI
Richmond, CA	\$19.18	01/01/2026	CPI
San Carlos, CA	\$17.75	01/01/2026	CPI
San Diego, CA	\$17.75 (standard) \$19.00 (hotel) \$21.06 (event centers)	01/01/2026 & 07/01/2026	CPI & step increase
San Francisco, CA	TBD (\$19.18 + CPI)	07/01/2026	CPI
San Jose, CA	\$18.45	01/01/2026	CPI
San Mateo, CA	\$18.60	01/01/2026	CPI
San Mateo County, CA	\$17.95	01/01/2026	CPI
Santa Clara, CA	\$18.70	01/01/2026	CPI
Santa Monica, CA	TBD (\$17.81 + CPI, standard) TBD (\$22.50 + CPI, hotel)	07/01/2026	CPI
Santa Rosa, CA	\$18.21	01/01/2026	CPI
Sonoma, CA	TBD (\$18.03 + CPI, large) TBD (\$16.96 + CPI, small)	01/01/2026	CPI
South San Francisco, CA	\$18.15	01/01/2026	CPI
Sunnyvale, CA	\$19.50	01/01/2026	CPI
West Hollywood, CA	\$20.25 (standard) TBD (\$20.22 + CPI, hotel)	01/01/2026 & 07/01/2026	CPI
Boulder, CO	\$16.82	01/01/2026	Step increase
Boulder County, CO	\$16.82	01/01/2026	Step increase
Denver, CO	\$19.29	01/01/2026	CPI
Edgewater, CO	\$18.17	01/01/2026	Step increase
Washington, DC	TBD (\$17.95 + CPI)	07/01/2026	CPI
Chicago, IL	TBD (\$16.60 + CPI)	07/01/2026	CPI
Cook County, IL	TBD (\$15.00 + CPI)	07/01/2026	CPI
Portland, ME	\$16.75	01/01/2026	CPI
Rockland, ME	\$16.00	01/01/2026	CPI
Howard County, MD	\$16.00 (large) \$15.50 (small)	01/01/2026	Step increase
Montgomery County, MD	TBD (\$17.65 + CPI, large) TBD (\$16.00 + CPI, mid-size) TBD (\$15.50 + CPI, large)	07/01/2026	CPI
Minneapolis, MN	\$16.37	01/01/2026	CPI
St. Paul, MN	\$16.37 (large, city, small) \$14.25 (micro)	01/01/2026 & 07/01/2026	CPI & step increase
Santa Fe, NM	TBD (\$15.00 + CPI)	03/01/2026	CPI

Table 3. States, Cities, and Counties with Wage Floors *Above* \$15 for Some or All Employers in 2026

Jurisdiction	2026 Minimum Wage	Effective Date	Step Increase or CPI
Santa Fe County, NM	TBD (\$15.00 + CPI)	03/01/2026	CPI
Bellingham, WA	\$19.13	01/01/2026	CPI
Burien, WA	\$21.63 (large) \$20.63 (mid-size)	01/01/2026	CPI
Everett, WA	\$20.77 (large) \$18.77-\$19.77 (mid-size)	01/01/2026 & 07/01/2026	CPI
King County, WA	\$20.82 (large) \$19.82 (mid-size) \$18.32 (small)	01/01/2026	CPI & step increase
Renton, WA	\$21.57 (large) \$20.57-\$21.57 (mid-size)	01/01/2026 & 07/01/2026	CPI
SeaTac, WA	\$20.74	01/01/2026	CPI
Seattle, WA	\$21.30	01/01/2026	CPI
Tukwila, WA	\$21.65	01/01/2026	CPI
Total number of <i>states</i> with wage floors <i>above</i> \$15 for some or all employers in 2026			11
Total number of <i>localities</i> with wage floors <i>above</i> \$15 for some or all employers in 2026			65
Number of <i>states</i> with wage floors <i>at or above</i> \$17 for some or all employers in 2026			4 ^{xxiii}
Number of <i>localities</i> with wage floors <i>at or above</i> \$17 for some or all employers in 2026			53 ^{xxiv}

Policies increasing the minimum wage have been a lifeline for underpaid workers who have been the most impacted by a growing affordability crisis.

^{xxiii} Includes California, which will have a \$19.28 to \$25.00 minimum wage for health care workers, a \$20 minimum wage for fast-food workers, and minimum wages under \$17.00 for all others; New Jersey, which will have a \$18.92 minimum wage for long-term care workers, and minimum wages under \$17.00 for all others; and New York, which will have a \$17.00 minimum wage for New York City, Long Island, and Westchester County, and a \$16.00 minimum wage for upstate.

^{xxiv} This figure may increase to 54 if the inflation-adjusted minimum wage for Chicago increases to at least \$17.00.

Table 4. States with Minimum Wages Above \$7.25 Not Raising Wages in 2026

State	Current Minimum Wage	Date of Last Increase	Reason
Arkansas	\$11.00	2021	No CPI provision
Delaware	\$15.00	2025	No CPI provision
Illinois	\$15.00	2025	No CPI provision
Maryland	\$15.00	2024	No CPI provision
Massachusetts	\$15.00	2023	No CPI provision
Nevada	\$12.00	2024	No CPI provision
New Mexico	\$12.00	2023	No CPI provision
West Virginia	\$8.75	2016	No CPI provision

Table 5. States with Minimum Wage of \$7.25

State	Notes
Alabama	No state minimum wage law; federal law applies.
Georgia	State minimum wage (\$5.15) is superseded by the higher federal wage floor.
Idaho	State minimum wage is \$7.25.
Indiana	State minimum wage equals federal minimum wage.
Iowa	The greater of the state minimum wage or the federal minimum wage.
Kansas	State minimum wage is \$7.25.
Kentucky	The greater of the state minimum wage or the federal minimum wage.
Louisiana	No state minimum wage law.
Mississippi	No state minimum wage law.
New Hampshire	State minimum wage equals federal minimum wage.
North Carolina	The greater of the state minimum wage or the federal minimum wage.
North Dakota	State minimum wage is \$7.25.
Oklahoma	State minimum wage equals federal minimum wage.
Pennsylvania	The greater of the state minimum wage or the federal minimum wage.
South Carolina	No state minimum wage law.
Tennessee	No state minimum wage law.
Texas	State minimum wage equals federal minimum wage.
Utah	State minimum wage equals federal minimum wage.
Wisconsin	State minimum wage is \$7.25.
Wyoming	State minimum wage (\$5.15) is superseded by the higher federal wage floor.

Endnotes

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