

2024 Mid-Year Minimum Wage Changes

The content below is current as of **July 8, 2024**, and is subject to change. Some jurisdictions change minimum wage rates mid-year rather than at the beginning of the year. To assist you with planning, the following is a list of states and localities with upcoming increases in their minimum wage rates. We've also provided links to resources providing additional details regarding rates and coverage.

Important: As always, it is the employer's obligation to ensure you comply with federal, state, and local wage requirements. Paychex will not make any changes to your payroll, including changes to employee wage rates, without your express instructions to do so. If you have questions, please contact your service representative.

Note: For any state or local industry-specific wage rates, review applicable agency websites or consult with your legal or financial advisor.

State/Territory	2024 Effective Date	Minimum Wage	Tipped Employees Minimum Cash Wages
District of Columbia (DC)	July 1	\$17.50	\$10.00
Florida	September 30	\$13.00	\$9.98
Nevada	July 1	\$12.00	N/A
Oregon ¹	July 1	\$14.70 (standard rate) \$15.95 (urban rate) \$13.70 (non-urban rate)	N/A
Puerto Rico	July 1	\$10.50	Removing 2-tier minimum wage

¹ Higher rate for employers located in the urban growth boundary and a lower rate for employers located in non-urban counties.

We are happy to assist you in making changes to your employees' pay rates in our payroll platform if required. Please review your payroll to determine if your business and employees are affected by these changes and notify us of any necessary adjustments. Failure to comply with minimum wage laws may result in substantial penalties from enforcing agencies.



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Local Minimum Wages

The new local minimum wage rates are listed below with links to resources providing additional details regarding rates and coverage.

California

Local Jurisdiction	2024 Effective Date	Minimum Wage
Alameda	July 1	\$17.00
Berkeley	July 1	\$18.67
Emeryville	July 1	\$19.36
Fremont	July 1	\$17.30
Los Angeles (City)	July 1	\$17.28
Los Angeles (County)	July 1	\$17.27
Malibu	July 1	\$17.27
Milpitas	July 1	\$17.70
Pasadena	July 1	\$17.50
San Francisco	July 1	\$18.67
Santa Monica	July 1	\$17.27

Illinois

Local Jurisdiction	2024 Effective Date	Minimum Wage	Tipped Employees Minimum Cash Wages
Chicago	July 1	\$16.20	\$11.02
Cook County	July 1	\$14.05	\$8.40 ²

² These rates haven't changed.

Maryland

Local Jurisdiction	2024 Effective Date	Minimum Wage	Tipped Employees Minimum Cash Wages
Montgomery County: Large Employer (51 or more employees)	July 1	\$17.15	\$4.00 ²
Montgomery County: Mid-Size Employer (11 to 50 employees)	July 1	\$15.50	\$4.00 ²

² These rates haven't changed.

Minnesota

Local Jurisdiction	2024 Effective Date	Minimum Wage
Saint Paul: Large Business (101 - 10k employees)	July 1	\$15.57
Saint Paul: Small Business (6 - 100 employees)	July 1	\$14.00
Saint Paul: Micro Business (5 or fewer employees)	July 1	\$12.25
Minneapolis: Small Business (100 or fewer employees)	July 1	\$15.57

Washington

Local Jurisdiction	2024 Effective Date	Minimum Wage	Tipped Employees Minimum Cash Wages
Renton: Large Employer (More than 500 Employees worldwide and certain franchises)	July 1	\$20.29	N/A
Renton: Mid-Sized Employer (Between 15 – 500 Employees worldwide or over \$2 million of annual gross revenue in Renton)	July 1	\$18.29	N/A
Tukwila: Mid-Sized Employer (Between 15 – 500 Employees worldwide or over \$2 million of annual gross revenue in Tukwila)	July 1	\$19.29	N/A

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If you have questions, please contact your Service Representative.

The content contained within this document reflects the most current information at the time of its release and is subject to change.