

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

Law & Policy Group
January 28, 2021; updated June 15, 2026

By Stephanie Rosseau and Fiona Webster



Contents

1. Introduction	4
2. Federal	5
3. Multistate resources	9
4. States and cities committed to at least a \$15/hour minimum wage rate	11
• Alaska	11
• Arizona (Flagstaff and Tucson)	11
• California	12
• Colorado — Denver, Boulder and Edgewater	17
• Connecticut	18
• Delaware	18
• Florida	19
• Hawaii	19
• Illinois	19
• Maine (Portland and Rockland)	20
• Maryland	20
• Massachusetts	21
• Michigan	21
• Minnesota (Minneapolis and Saint Paul)	21
• Missouri	22
• Pennsylvania (proposal)	23
• Nebraska	23
• New Jersey	23
• New Mexico — Santa Fe	24

• New York	24
• Oregon.....	25
• Rhode Island.....	26
• Texas — Houston	26
• Washington, DC.....	26
• Washington.....	27
5. Company support for minimum wage increases.....	30

Section 1

Introduction

On March 14, 2025, President Trump rescinded former President Biden's April 2021 executive order requiring federal contractors to pay a \$15 hourly minimum wage to workers for new federal contract solicitations starting January 30, 2022 and increasing to \$17.75/hour in 2025. Federal appeals courts have taken different positions on the legality of the 2021 order, and the Department of Labor rules implementing the order remain in place. Executive Order 13658 — which was implemented by the Obama administration and requires federal contractors to pay \$13.30/hour — also remains. Beginning on May 11, 2026, the Executive Order 13658 minimum wage rate that generally must be paid to workers performing work on or in connection with contracts it covers (contracts awarded between January 2015 and January 2022) will increase to \$13.65 per hour. Numerous states have 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. The aggregated content in each section is organized in reverse chronological order and is by no means comprehensive. The content also does not necessarily reflect Mercer's or the authors' point of view on the subject.

Section 2

Federal

On March 14, 2025, President Trump rescinded former President Biden's April 2021 executive order requiring federal contractors to pay a \$15 hourly minimum wage to workers for new federal contract solicitations starting January 30, 2022 and increasing to \$17.75/hour in 2025. Federal appeals courts have taken different positions on the legality of the 2021 order, and the Department of Labor rules implementing the order remain in place. Executive Order 13658 — which was implemented by the Obama administration and requires federal contractors to pay \$13.30/hour — also remains. Beginning on May 11, 2026, the Executive Order 13658 minimum wage rate that generally must be paid to workers performing work on or in connection with contracts it covers (contracts awarded between January 2015 and January 2022) will increase to \$13.65 per hour.

The federal minimum wage is \$7.25/hour effective July 24, 2009.

- [Minimum wage information](#) (Department of Labor — Wage and Hour Division)
- [Executive Order 13658, establishing a minimum wage for contractors: Annual Update](#) (Wage and Hour Division)
- [Minimum wage for federal contracts covered by Executive Order 13658, notice of rate change in effect](#) (Federal Register, February 9, 2026)
- [Additional rescissions of harmful executive orders and actions](#) (The White House, March 14, 2025)
- [Attorney General Hilgers announces victory in Nebraska-led challenge to federal contractor minimum wage](#) (Nebraska's Attorney, November 5, 2024)
- [How increasing the federal minimum wage could affect employment and family income](#) (Congressional Budget Office, January 30, 2024)
- [Minimum wage for federal contracts covered by Executive Order 14026, Notice of rate change in effect as of January 1, 2025](#) (Federal Register, September 30, 2024)
- [Minimum wage for federal contracts covered by executive order 13658, notice of rate change in effect as of January 1, 2025](#) (Federal Register, September 30, 2024)
- [Minimum wage for federal contracts covered by Executive Order 14026, Notice of rate change in effect as of January 1, 2024](#) (Federal Register, September 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 January 1, 2024)
- [Fight for \\$15 campaign](#) (Fightfor15.org)
- [Increase to federal contractor minimum wage is announced, effective in May](#) (Constangy, February 11, 2026)
- [DOL sets new minimum wage for federal contractors](#) (CBIA, February, 10, 2026)
- [Labor department sets \\$13.65 minimum wage for contractors](#) (subscription required) (Bloomberg Law, February 6, 2026)
- [Federal contractor minimum wage rules and rates](#) (Legalclarity.org, December 17, 2025)
- [Federal contractor minimum wage: A complete guide](#) (DAPT, December 12, 2025)
- [What is the current minimum wage for federal contractors?](#) (Squire Patton Boggs, April 4, 2025)
- [Punching in: DOL mum on minimum wage for federal contractors](#) (subscription required) (Bloomberg Law, March 31, 2025)
- [Fifth Circuit dismisses Biden \\$15 contractor wage case as moot](#) (subscription required) (Bloomberg Law, March 29, 2025)
- [President Trump ends \\$15-per-hour contractor minimum wage rate after filing a brief defending power to set the minimum wage](#) (Ogletree Deakins, March 24, 2025)
- [Trump revokes Biden federal contractor minimum wage mandate: What to expect next](#) (Jackson Lewis, March 21, 2025)
- [Trump scraps \\$17.75 federal contractor minimum wage: What employers need to know](#) (Fisher Phillips, March 21, 2025)
- [Why Trump cut the minimum wage for federal contract workers](#) (Axios, March 21, 2025)
- [President Trump rescinds Biden administration federal contractor minimum wage](#) (Holland & Knight, March 20, 2025)

- [Trump revokes \\$15 contractor minimum wage and infrastructure project orders](#) (Kilpatrick, March 19, 2025)
- [President Trump decreases minimum wage for federal contractors](#) (Littler, March 19, 2025)
- [Executive order rescindments continue: Next up, federal contractor minimum wage](#) (Cozen O'Connor, March 19, 2025)
- [The wage & hour landscape: An evolution of law, litigation, and government enforcement in a Trump administration world](#) (webinar) (Seyfarth Shaw, March 18, 2025)
- [Federal contractor minimum wage mandate revoked](#) (Berkshire, March 18, 2025)
- [Trump rescinds Biden's labor orders: What it means for federal contractors](#) (Pierson Ferdinand, March 18, 2025)
- [Minimum wage for federal contractors eliminated by executive order \(contracting in the age of Trump update #15\)](#) (Smith Currie Oles, March 17, 2025)
- [Trump axes \\$15 contractor wage, infrastructure project orders](#) (subscription required) (Bloomberg Law, March 15, 2025)
- [States ask full 5th Cir. to rehear \\$15 contractor wage dispute](#) (subscription required) (Bloomberg Law, February 17, 2025)
- [Supreme Court won't consider federal contractor minimum wage mandate](#) (Jackson Lewis, January 14, 2025)
- [Second Texas Federal Judge rejects Biden overtime expansion rule](#) (subscription required) (Bloomberg Law, December 30, 2024)
- [Labor agency asks SCOTUS to skip Biden \\$15 contractor minimum wage](#) (subscription required) (Bloomberg Law, December 3, 2024)
- [Ninth Circuit says federal contractor minimum wage is unlawful](#) (Holland & Knight, November 12, 2024)
- [Ninth Circuit panel rejects EO 14026 contractor minimum wage](#) (Wiley, November 8, 2024)
- [Biden's \\$15 federal contractor wage rule nixed by Ninth Cir.](#) (Bloomberg Law) (subscription required) (Bloomberg Law, November 5, 2024)

- [Trump-appointed US judges say Biden can't dictate federal contractor minimum wage](#) (Reuters, November 5, 2024)
- [Circuits split over Biden's contractor minimum wage mandate](#) (Courthouse News Service, November 5, 2024)
- [9th Circuit kills Biden's minimum wage hike for federal contractors](#) (MSN, November 5, 2024)

Section 3

Multistate resources

Thirty states, along with Washington, DC, Guam, Puerto Rico and the US Virgin Islands, 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 rates](#) (includes some city/county information) (Labor Law Center)
- [Minimum wage](#) (Employment Policies Institute)
- [State minimum wages](#) (National Conference of State Legislatures, updated January 5, 2026)
- [Consolidated minimum wage table](#) (US DOL Wage and Hour Division, January 1, 2026)
- [Minimum wage tracker](#) (Economic Policy Institute, January 1, 2026)
- [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 January 1, 2026)
- [2026 midyear state and local minimum wage increases](#) (Ogletree Deakins, June 9, 2026)
- [States where the minimum wage is going up in 2026](#) (Axios, December 28, 2025)
- [Mapped: Which states are raising the minimum wage in 2026 — and which will still be at \\$7.25 an hour](#) (Investopedia, December 23, 2025)
- [2026 minimum wage rates and effective dates by state](#) (Inova, December 18, 2025)
- [Inventory of US city and county minimum wage ordinances](#) (UC Berkeley Labor Center, December 14, 2025)
- [Map: Minimum wage on the rise in these states in 2026](#) (The Hill, December 14, 2025)
- [2026 state and major locality minimum wage updates](#) (Ogletree Deakins, December 12, 2025)

- [Minimum wage increases in 2026](#) (Ballotpedia, December 10, 2025)
- [2026 state minimum wage charges](#) (Payserv, December 8, 2025)
- [2026 changes to state minimum wages](#) (Payentry, December 3, 2025)
- [State minimum wage rates 2026](#) (Horton, December 1, 2025)
- [2026 minimum wage rates by state](#) (GovDocs, November 2025)
- [Your guide to 2026 minimum wages](#) (ADP, November 3, 2025)
- [How many states have a \\$15 minimum wage?](#) (GovDocs, July 2025)

Section 4

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

Alaska, Arizona, California, Connecticut, Delaware, Florida, Hawaii, Illinois, Maryland, Massachusetts, Missouri, Nebraska, New Jersey, New York, Oregon, Rhode Island, Washington, and Washington, DC, 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/hour minimum wage. Michigan's minimum wage will increase to \$14.97 by 2028.

Alaska

On November 5, 2024, voters in Alaska [approved](#) a ballot measure that will increase the minimum wage from \$11.91/hour to \$15/hour by July 1, 2027.

- [Ballot measure No. 1](#) (Elections Division, 2024)
- [Alaska ballot measure 1, minimum wage increase and paid sick leave initiative](#) (2024) (Ballotpedia)
- [Alaska votes to raise minimum wage, mandate paid sick leave](#) (subscription required) (Bloomberg Law, November 6, 2024)
- [Alaska voters favor minimum wage hike, sick leave mandate, with most votes counted](#) (Alaska Beacon, November 6, 2024)

Arizona (Flagstaff and Tucson)

On January 1, 2026, Arizona's minimum wage increased to \$15.15/hour, up from \$14.70/hour.

On January 1, 2026, Flagstaff's minimum wage increased to \$18.35/hour, up from \$17.85/hour in 2025.

On January 1, 2026, Tucson's minimum wage increased to \$15.45/hour.

- [New 2026 minimum wage — effective January 1, 2026](#) (The Industrial Commission of Arizona, September 29, 2025)

- [The Fair Wages and Healthy Families Act](#) (The Industrial Commission of Arizona)
- [Minimum wage](#) (City of Flagstaff)
- [Minimum wage](#) (City of Tucson)
- [City of Flagstaff announces minimum wage for 2026](#) (City of Flagstaff, September 11, 2025)
- [City of Flagstaff announces minimum wage for 2025](#) (City of Flagstaff)
- [Flagstaff, Arizona, announces 2026 minimum wage, ends tipped wage](#) (subscription required) (Bloomberg Law, September 1, 2025)

On January 1, 2025, Tucson's minimum wage rate increased to \$15/hour, up from \$14.25/hour in 2024.

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

California

On January 1, 2026, California's minimum wage increased to \$16.90/hour, up from \$16.50/hour for all employees. Numerous counties and cities in California have higher minimum wage rates. For example, Los Angeles' minimum wage rate increased to \$17.87/hour on July 1, 2025, up from 17.28/hour. On July 1, 2025, San Francisco's minimum wage rate increased to \$19.18/hour, up from \$18.67/hour.

On March 26, 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 took effect on April 1, 2024. Bakeries and restaurants in grocery stores were already exempt under the law.

On April 1, 2024, certain fast food workers began earning \$20/hour, under legislation ([AB 1228](#)) [signed](#) by the governor on September 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.

On October 13, 2023, the governor [signed](#) legislation ([SB 525](#)) to progressively increase the minimum wage for many health care workers to \$25/hour by 2026. Workers at large health care facilities now earn \$24/hour as of July 1, 2025, and they will earn \$25/hour as of July 1, 2026.

Beginning January 1, 2028, the minimum wage will be adjusted for inflation each year. For the remaining health care workers, the minimum wage will gradually increase to

\$25/hour. The Department of Industrial Relations issued FAQs that provide the different rates. Certain cities — for example, Los Angeles, Monterey Park and Long Beach — already have a \$25/hour minimum wage for health care workers.

- [California minimum wage 2026 poster](#) (Government)
- [Minimum wage increase, director of finance calculation adjustment](#) (Department of Finance, August 1, 2026)
- [Signature verification of referendum against ordinance no. 188610](#) (LA City Clerk, July 23, 2025)
- [Hotel worker ordinances](#) (LA's Bureau of Contract Administration)
- [California Proposition 32, \\$18 minimum wage initiative](#) (2024) (Ballotpedia)
- [Proposition 32 Raises minimum wage. Initiative Statute](#) (Secretary of State)
- [SB 159](#) (Legislature)
- [SB 525](#) (Legislature)
- [AB 610](#) (Legislature)
- [Health care worker minimum wage Frequently Asked Questions](#) (Department of Industrial Relations, October 2024)
- [California increases minimum wage, protections for fast-food workers](#) (Office of Governor, September 28, 2023)
- [Minimum wage](#) (California Department of Industrial Relations)
- [Senate Bill 828](#) (Legislature, May 31, 2024)
- [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)
- [Official minimum wage notice](#) (City of Alameda)
- [Belmont minimum wage ordinance](#) (City of Belmont)
- [Official notice: Berkeley minimum wage](#) (City of Berkeley)
- [Minimum wage information](#) (City of Burlingame)

- [Minimum wage](#) (City of Cupertino)
- [Minimum wage](#) (City of Daly)
- [Minimum wage](#) (City of East Palo Alto)
- [Living wage ordinance](#) (Emeryville)
- [City of Foster City minimum wage ordinance](#) (Foster City)
- [Minimum wage](#) (City of Fremont)
- [Hayward minimum wage](#) (City of Hayward)
- [Minimum wage](#) (City of Half Moon Bay)
- [Minimum wage](#) (City of Los Altos)
- [Raise the wage LA](#) (City of Los Angeles)
- [July 1, 2025 minimum wage ordinance wage rate increase](#) (City of Los Angeles, January 31, 2025)
- [Minimum wage](#) (City of Malibu)
- [Local minimum wage ordinance](#) (City of Menlo Park)
- [Minimum wage](#) (City of Milpitas)
- [Minimum wage](#) (City of Mountain View)
- [Novato minimum wage](#) (City of Novato)
- [Minimum wage and hotel wage posters](#) (City of Oakland)
- [Local minimum wage](#) (City of East Palo Alto)
- [Minimum wage](#) (City of Palo Alto)
- [Minimum wage information](#) (City of Pasadena)
- [Minimum wage](#) (City of Petaluma)
- [Minimum wage](#) (City of Redwood)
- [Richmond's minimum wage ordinance](#) (City of Richmond)
- [Minimum wage](#) (City of San Carlos)

- [City of San Diego hourly minimum wage will increase to \\$17.75 effective January1, 2026](#) (City of San Diego)
- [Minimum wage ordinance](#) (City of San Francisco)
- [Local minimum wage](#) (City of South San Francisco)
- [Minimum wage ordinance](#) (City of San Jose)
- [Minimum wage](#) (City of Santa Clara)
- [Minimum wage](#) (City of Santa Monica)
- [Minimum wage](#) (County of San Mateo)
- [Official notice: 2026 Santa Rosa minimum wage rate](#) (City of Santa Rosa)
- [Minimum wage](#) (City of Sonoma)
- [Minimum wage](#) (City of Sunnyvale)
- [Minimum wage](#) (City of West Hollywood)
- [Prepare for summer minimum wage increases in certain California localities](#) (Jackson Lewis, June 3, 2026)
- [Los Angeles amends hotel worker minimum wage ordinance in advance of July 2026](#) (Jackson Lewis, May 28, 2026)
- [Santa Monica, California, minimum wage rising to \\$18.47](#) (subscription required) (Bloomberg Law, May 5, 2026)
- [Pasadena, California, minimum wage raising to \\$18.57 on July 1](#) (subscription required) (Bloomberg Law, April 21, 2026)
- [Emeryville and Fremont, California, raise minimum wages July 1](#) (subscription required) (Bloomberg Law, April 16, 2026)
- [Coming to an employer near you: Los Angeles' ever-rising minimum wage](#) (Proskauer, April 15, 2026)
- [San Diego minimum wage updates for 2026](#) (Constangy, January 6, 2026)
- [California's statewide and local minimum wage increases effective January1, 2026](#) (Davis Wright Tremaine, December 15, 2025)

- [California releases 2026 minimum wage poster](#) (subscription required) (Bloomberg Law, November 25, 2025)
- [Change you can bank on: California's annual minimum wage increase](#) (Jackson Lewis, November 10, 2025)
- [City of San Diego increases hospitality minimum wage](#) (Jackson Lewis, October 20, 2025)
- [2 San Francisco bay area localities announce 2026 minimum wages](#) (subscription required) (Bloomberg Law, October 6, 2025)
- [West Hollywood minimum wage rising to \\$20.25 for 2026](#) (subscription required) (Bloomberg Law, October 3, 2025)
- [San Jose, California, corrects 2026 minimum wage announcement](#) (subscription required) (Bloomberg Law, October 2, 2026)
- [2 California cities announce minimum wage rates for 2026](#) (subscription required) (Bloomberg Law, October 2, 2025)
- [Belmont, California, announces 2026 minimum wage](#) (subscription required) (Bloomberg Law, September 24, 2025)
- [Punching in: California fills wage protection hole left by DOL](#) (subscription required) (Bloomberg Law, September 22, 2025)
- [Los Angeles hotel worker minimum wage raise takes effect September 8](#) (subscription required) (Bloomberg Law, September 9, 2025)
- [California state minimum wage for 2026 announced](#) (Jackson Lewis, August 26, 2025)
- [California justices sharpen rules on minimum wage violations](#) (subscription required) (Bloomberg Law, August 21, 2025)
- [Coming to an employer near you — the \\$16.90 minimum wage!](#) (Proskauer, August 14, 2025)
- [California's minimum wage rate set to rise to \\$16.90](#) (Ogletree Deakins, August 13, 2025)
- [Los Angeles increases minimum wage for hotel, airport workers](#) (subscription required) (Bloomberg Law, June 3, 2025)

- [California employers beware — new minimum wage to be implemented in several California localities](#) (Barnes & Thornburg, May 14, 2025)
- [California's minimum wage: Minimum change means minimum effect](#) (podcast) (Edgeworth Economics, February 4, 2025)
- [California minimum wage increases](#) (Sheppard Mullin, January 23, 2025)
- [What may have led California voters to reject minimum wage hike](#) (Edgeworth Economics, December 10, 2024)
- [California votes No on proposition 32, but minimum wage increases still coming](#) (Jackson Lewis, November 27, 2024)
- [California voters reject \\$18 minimum wage in rare labor setback](#) (subscription required) (Bloomberg Law, November 19, 2024)
- [California health care minimum wage is back](#) (Jackson Lewis, October 10, 2024)
- [California's \\$20 fast-food minimum wage: 9,600 to 19,300 jobs lost one year after law was signed](#) (Edgeworth Economics, November 26, 2024)
- [California's minimum wage to increase to \\$16.50 per hour January 1, 2025](#) (Atkinson, Andelson, Loya, Ruud & Romo, November 25, 2024)

Colorado — Denver, Boulder and Edgewater

On January 1, 2026, Colorado's minimum wage rate increased to \$15.16/hour, up from \$14.81/hour. On January 1, 2026, the city and county of Denver minimum wage rate increased to \$19.29/hour, up from \$18.81/hour.

On January 1, 2026, the City of Boulder increased the minimum wage to \$16.82/hour, up from \$15.57/hour. The rate will increase to \$18.17/hour for 2027.

On January 1, 2026, the local minimum wage in unincorporated Boulder County increased to \$16.82/hour, up from \$16.57/hour.

On January 1, 2026, the City of Edgewater's minimum wage increased to \$18.17/hour, up from \$16.52. It will increase to \$19.99/hour for 2027, \$21.99/hour for 2028 and to \$23.26/hour for 2029.

- [Information on minimum wage](#) (Denver labor)
- [Local minimum wage](#) (City of Boulder)
- [Local minimum wage](#) (Boulder County)

- [Minimum wage](#) (City of Edgewater)
- [New local minimum wage schedule for unincorporated Boulder County](#) (Government, November 20, 2025)
- [Denver local minimum wage adjusts to \\$18.81 per hour for 2025](#) (City of Denver, August 1, 2024)
- [Boulder county, Colorado, minimum wage to match city of Boulder's](#) (subscription required) (Bloomberg Law, November 24, 2025)
- [Colorado minimum wage expected to top \\$15 for 2026](#) (subscription required) (Bloomberg Law, August 28, 2025)

Connecticut

On January 1, 2026, Connecticut's minimum wage rate increased to \$16.94/hour, up from \$16.35/hour.

- [Wage and workplace standards](#) (Connecticut Department of Labor)
- [Public Act 19-4](#) (Legislature)
- [Connecticut minimum wage set to increase to \\$16.94 on January 1, 2026](#) (Ogletree Deakins, November 18, 2025)
- [Governor Lamont announces Connecticut's minimum wage will increase to \\$16.94 on January 1, 2025](#) (Governor's office, September 3, 2025)
- [Connecticut confirms minimum wage rising to \\$16.94 for 2026](#) (subscription required) (Bloomberg Law, September 3, 2025)

Delaware

On January 1, 2025, Delaware's minimum wage increased to \$15/hour, up from \$13.25/hour.

- [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

On September 30, 2026, Florida's minimum wage rate increased to \$14/hour, up from \$13/hour; it will progressively increase to \$15/hour on September 30, 2026.

- [Minimum wage in Florida: Notice to employees](#) (Government)
- [Raising Florida's minimum wage 18-01](#) (Florida Division of Elections)
- [Increase to state of Florida's minimum wage](#) (US Dept. of State, January 29, 2021)
- [Florida voters approve \\$15 minimum wage](#) (Jackson Lewis, November 6, 2020)

Hawaii

On January 1, 2026, Hawaii's minimum wage rate increased to \$16/hour, up from \$14/hour. It will increase to \$18/hour on January 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, September 29, 2022)

Illinois

On January 1, 2026, Illinois' minimum wage rate increased to \$15/hour, up from \$14/hour in 2024.

On July 1, 2025, Chicago's minimum wage rate increased to \$16.60/hour for employers with four or more employees, up from \$16.20/hour.

- [Hourly minimum wage rates by year](#) (Illinois Department of Labor)
- [Minimum wage](#) (Chicago's Business Affairs and Consumer Protection)
- [Cook County minimum wage ordinance](#) (Cook County)
- [Cook County, Illinois, skips July 2025 minimum wage increase](#) (subscription required) (Bloomberg Law, June 3, 2025)
- [Chicago minimum wage rising to \\$16.20 starting July 1](#) (subscription required) (Bloomberg Law, June 7, 2024)

Maine (Portland and Rockland)

On January 1, 2026, Portland's minimum wage increased to \$16.75/hour, up from \$15.50/hour and the minimum wage in Rockland, Maine increased to \$16/hour, up from \$15.50/hour.

- [Minimum wage](#) (City of Portland)
- [Ring in the New Year with the correct minimum wage in 2026](#) (Verrill, December 5, 2025)
- [2026 minimum wage notice](#) (City of Rockland)
- [Local minimum wage ordinance](#) (City of Rockland, October 1, 2024)

Maryland

Maryland's minimum wage rate for all employers with 15 or more employees is \$15/hour as of January 1, 2024 (up from \$13.25/hour) for employers with 15 or more employees.

In Montgomery County, the minimum wage for employers with at least 51 employees is \$17.65/hour as of July 1, 2025 (up from 17.15/hour), and \$16/hour for employers with 11-50 employees (up from \$15.50/hour). On July 1, 2026, it will increase to \$18/hour for large employers and \$16.50/hour for mid-size employers.

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 increased to \$15/hour on January 1, 2024, up from \$13.25/hour. It will increase to \$16/hour on July 1, 2026, up from \$15/hour.

In Prince George's County, the minimum wage increased to \$15.30/hour on January 1, 2026.

- [Minimum wage information](#) (Department of Labor)
- [Statute Section 3-413](#) (General Assembly)
- [Montgomery County minimum wage to increase on July 1 for large, mid-size and small employers](#) (Montgomery County, February 27, 2026)
- [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 passes sweeping change to employment law](#) (SHRM, April 21, 2023)

Massachusetts

Massachusetts' minimum wage remains at \$15/hour for 2026.

- [Massachusetts law about minimum wage](#) (Government)
- [SJC clears tipped wages question for ballot](#) (WBUR, June 13, 2024)
- [Tipped wage floor hike can appear on Massachusetts ballot](#) (subscription required) (Bloomberg Law, June 13, 2024)
- [Massachusetts minimum wage not going up in 2024, following five years of increases](#) (WCVB, December 28, 2023)

Michigan

The minimum wage in Michigan is \$12.28/hour. The minimum wage will increase annually on February 21 — to \$13.29/hour in 2026, to \$14.16/hour in 2027 and to \$14.97/hour in 2028.

- [Michigan minimum wage rate 2025 increase schedule](#) (Labor and Economic Opportunity, October 1, 2024)

Minnesota (Minneapolis and Saint Paul)

On January 1, 2026, the minimum wage in Minneapolis increased to \$16.37/hour for all employers, up from \$15.97/hour. On January 1, 2026, the minimum wage for the city of St. Paul increased to \$16.37/hour for employers with at least 101 employees. Effective July 1, 2026, the minimum wage rate for employers with six to 100 employees will increase to \$16.37/hour.

- [Minimum wage](#) (Minneapolis)
- [Minimum wage](#) (Saint Paul)
- [Minneapolis and Saint Paul announces 2026 minimum wages](#) (subscription required) (Bloomberg Law, September 15, 2025)
- [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)

Missouri

On January 1, 2026, the minimum wage increased to \$15/hour, up from \$13.75/hour.

On July 10, 2025, the governor signed [HB 567](#), which eliminated the 2024 voter-approved inflation-based annual adjustments to the minimum wage that were set to begin in 2027.

- [HB 567](#) (Legislature)
- [Missouri Proposition A, minimum wage and earned paid sick time initiative 2024](#) (Ballotpedia)
- [2026 minimum wage](#) (Department of Labor and Industrial Relations)
- [Minimum wage increases to \\$15.00 per hour for 2026](#) (Department of Labor and Industrial Relations, November 3, 2025)
- [Missouri governor signs bill repealing paid sick leave law and revising minimum wage update schedule — what now?](#) (Littler, July 11, 2025)
- [Missouri Proposition A increases minimum wage to \\$15 starting in 2026](#) (Baker Sterchi, December 10, 2024)
- [Mandatory paid sick time and minimum wage increase coming to Missouri](#) (Lewis Rice, November 12, 2024)
- [Missouri votes to increase minimum wage, require paid sick leave](#) (subscription required) (Bloomberg Law, November 6, 2024)
- [Campaign to raise Missouri's minimum wage to \\$15 an hour confident it will get on the ballot](#) (The Associated Press, May 7, 2024)
- [Missourians could vote to boost state's minimum wage and establish paid sick leave](#) (KBIA, May 6, 2024)
- [Missouri group turns in signatures to put minimum wage hike and paid sick leave on the ballot](#) (NPR, May 2, 2024)

Pennsylvania (proposal)

- [House bill 1549](#) (Legislature)
- [Pennsylvania moves closer to \\$15 minimum wage as bill advances to Senate](#) (Jackson Lewis, June 24, 2025)

Nebraska

On January 1, 2026, the minimum wage increased to \$15/hour, up from \$13.50/hour.

- [Minimum wage in Nebraska](#) (Department of Labor)
- [Lincoln, Nebraska, enacts minimum wage law](#) (subscription required) (Bloomberg Law, June 3, 2026)
- [Voter's will: Lincoln City Council votes to maintain \\$15 minimum wage](#) (Nebraska Examiner, May 11, 2026)
- [Nebraska's Midyear Minimum Wage Changes Will Impact Payroll Planning, Hiring Strategies + Compliance Obligations - Jackson Lewis](#), February 25, 2026)

New Jersey

On January 1, 2026, New Jersey's minimum wage rate increased to \$15.92/hour, up from \$15.49/hour. Additionally, long-term care facility direct care staff's minimum wage is \$18.92/hour, up from \$18.49/hour.

- [New Jersey's minimum wage](#) (Wage and Hour division)
- [NJ migrant workers covered by state minimum wage laws](#) (subscription required) (Bloomberg Law, March 19, 2026)
- [New Jersey's minimum wage to increase to \\$15.92/hour for most employees on January 1](#) (Department of Labor & Workforce Development, October 1, 2025)
- [New Jersey's minimum wage to surpass \\$15 per hour target set by Gov. Murphy](#) (Governor's office, September 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, February 5, 2019)

New Mexico — Santa Fe

The living wage for City of Santa Fe employees is \$17.50/hour as of January 1, 2026, up from \$15/hour. All employees in Santa Fe will receive the increase on January 1, 2027.

- [Living wage in the City of Santa Fe](#) (Government, November 2025)
- [Living wage information](#) (Office of Economic Development)
- [Santa Fe, New Mexico, living wage to rise to \\$17.50 for 2027](#) (subscription required) (Bloomberg Law, November 24, 2025)

New York

On January 1, 2026, in New York City, Long Island and Westchester County, the minimum wage increased to \$17/hour, up from \$16.50/hour in 2025. On March 10, 2026, the New York City Council introduced proposed legislation (Bill Int. No. 757) that would implement phased increases in 2027 — reaching \$30/hour by 2020.

For the rest of New York, the minimum wage increased to \$16/hour on January 1, 2026, up from \$15.50/hour in 2025.

Starting January 1, 2027, the state minimum wage rates will be set annually by the New York State Department of Labor and published no later than October 1 of each year, with the new rate effective on January 1 of the following year. Since July 2023, New York City also has a minimum pay rate for app-based food delivery workers. As of April 1, 2025, it is \$21.44/hour, up from \$19.56/hour in 2024.

- [Minimum wage frequently asked questions](#) (Department of Labor)
- [New York State's minimum wage](#) (Government)
- [Int 0757-2026 \(New York City Council, March 10, 2026\)](#)
- [Council overrides mayor's vetoes to enact laws that provide minimum pay and protections for grocery delivery workers and repeal excessive criminal penalties for street vendors](#) (New York City Council, September 10, 2025)
- [Statement from New York City Council spokesperson on Mayor Adams' vetoes of bills to establish minimum pay standards and protections for grocery delivery workers](#) (New York City Council, August 13, 2025)
- [NYC Mayor Adams veto message](#) (Mayor's office, August 13, 2025)
- [Mayor Adams announces full minimum pay rate for app-based restaurant delivery workers is now in effect](#) (NYC Department of Work and Protection, 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)
- [Governor Hochul announces agreement on FY 2024 state budget](#) (Governor's office, April 27, 2023)
- [2023 minimum wage report](#) (Department of Labor, September 30, 2022)
- [New York city proposes bill that sets higher minimum wages and eliminates tip credits](#) (Littler, March 26, 2026)
- [The road to \\$30 by 2030: 7 things you need to know as NYC Council introduces sweeping minimum wage proposal](#) (Fisher Phillips, March 12, 2026)
- [New York state minimum wage and salary thresholds increase in 2026](#) (Mintz, December 29, 2025)
- [NYC's expanded minimum pay protections for app-based grocery delivery workers arrive, bringing varying effective dates + possible legal challenges](#) (Jackson, Lewis, September 22, 2025)
- [NYC sets smaller driver pay bump after Uber, Lyft pushback](#) (subscription required) (Bloomberg Law, June 20, 2025)
- [Final phase of NYC minimum pay-rate increase for app-based delivery workers is in effect](#) (Jackson Lewis, April 17, 2025)
- [Uber locks out New York drivers mid-shift to lower minimum pay](#) (subscription required) (Bloomberg Law, June 24, 2024)
- [2023 New York minimum wage](#) (Horton Management Law, October 6, 2022)

Oregon

On July 1, 2025, the minimum wage increased to \$15.05/hour, up from \$14.70, and the minimum wage in the Portland metropolitan area increased to \$16.30/hour, up from \$15.95/hour. The minimum wage in Portland metro will increase to \$16.75/hour on July 1, 2026, under a ballot measure voters approved November 4, 2025. Starting in 2029, the minimum wage will be adjusted based on increases to the cost of living.

The nonurban minimum wage increased to \$14.05/hour on July 1, 2025, up from \$13.70/hour.

- [Minimum wage increase schedule](#) (Bureau of Labor & Industries)
- [Oregon minimum wage increase takes effect July 1, 2025](#) (Littler, May 14, 2025)

Rhode Island

On January 1, 2026, Rhode Island's minimum wage increased to \$16/hour, up from \$15/hour in 2025. The rate will increase to \$17/hour in 2027.

- [H 5029](#) (Legislature)
- [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

On January 1, 2026, the minimum wage for contract employees working at Houston's aviation air facilities increased to \$18/hour, up from \$16.75/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 Shaw, February 22, 2022)

Virginia

On April 9, 2026, the governor signed legislation that will increase the current \$12.77/hour minimum wage rate to \$13.75/hour on January 1, 2027, and to \$15/hour on January 1, 2028.

- [SB 1](#) (Legislature, April 8, 2026)
- [Here's the schedule for Virginia's minimum wage increases](#) (USA Today, April 9, 2026)

- [Virginia to raise minimum wage to \\$15 by 2028 under new law](#) (Virginia Mercury, April 9, 2026)

Washington, DC

On July 1, 2025, the minimum wage rate increased to \$17.95/hour, up from \$17.50/hour. It will increase to \$18.40/hour on July 1, 2026.

- [Public Notice, District of Columbia minimum wage increase](#) (Department of Employment Services)
- [Minimum wage](#) (Department of Employment Services)
- [B24-0134 — Minimum Wage Clarification Amendment Act of 2023](#) (Council of the District of Columbia)

Washington

On January 1, 2026, Washington's minimum wage increased to \$17.13/hour for employees aged 16 or older, up from \$16.66/hour. Large employers with 51 or more employees must pay exempt employees at least twice the minimum wage to be exempt from overtime requirements. 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 2026 is \$21.30/hour for all employers, up from \$20.76/hour.

In SeaTac, the 2026 minimum wage is \$20.74/hour for hospitality and transportation workers — up from \$20.17/hour in 2025.

In Tukwila, the minimum wage increased to \$21.65/hour on January 1, 2026 (up from \$21.10/hour. Smaller employers (under 15 employees) are not covered by Tukwila's minimum wage law.

On January 1, 2026, the minimum wage in King County generally increased to \$20.82/hour, up from \$20.29/hour

On January 1, 2026, the minimum wage in Bellingham increased to \$19.13/hour, up from \$18.96/hour.

On January 1, 2026, the minimum wage in Renton generally increased to \$21.57/hour, up from \$20.90/hour.

On January 1, 2026, the minimum wage in Everett increased to \$20.77/hour for large employers (at least 500 employees), according to the city's minimum wage memo. For employers with 15-499 employees, the minimum wage increased to \$18.77/hour from January 1 to June 30, 2026, and then will increase to \$19.77/hour for the rest of the year.

- [Minimum wage](#) (Washington State Department of Labor and Industries)
- [Minimum wage](#) (Seattle Office of Labor Standards)
- [Washington's minimum wage going up to \\$17.13/hour in 2026](#) (Department of Labor & Industries, September 30, 2025)
- [City minimum wage](#) (City of Bellingham)
- [Updates on Burien's minimum wage](#) (City of Burien, May 22, 2026)
- [Initiative measure No. 23-02](#) (King County)
- [Minimum wage and effective dates](#) (City of Renton)
- [Labor standards — Minimum wage ordinance](#) (City of Tukwila)
- [City of Everett minimum wage 2026 annual update](#) (City of Everett)
- [2026 Washington state minimum wage update](#) (Ogletree Deakins, December 11, 2025)
- [Washington minimum wage expected to rise to \\$17.13 for 2026](#) (subscription required) (Bloomberg Law, September 12, 2025)
- [Tukwila, Washington, announces 2026 minimum wage](#) (subscription required) (Bloomberg Law, September 8, 2025)
- [Washington employers face minimum wage and salary threshold increases](#) (Vorys, November 7, 2024)
- [Everett, Washington, votes to create local minimum wage](#) (subscription required) (Bloomberg Law, November 7, 2024)
- [Washington increases wage and salary thresholds for exemption and non-competes](#) (Seyfarth Shaw, October 28, 2024)
- [City of SeaTac announces 2025 minimum wage adjustments](#) (City of SeaTac, October 1, 2024)

- [Minimum wage in unincorporated King County](#) (King County)
- [City of Tukwila minimum wages for 2025](#) (City of Tukwila, October 4, 2023)
- [City of SeaTac announces 2024 minimum wage adjustments](#) (City of SeaTac, October 4, 2023)
- [Washington's minimum wage will hit \\$16.28 per hour in 2024](#) (Department of Labor & Industries, September 29, 2023)
- [Renton, Washington votes in local minimum wage effective July 1](#) (subscription required) (Bloomberg, February 14, 2024)
- [Renton \\$19 minimum wage hike ballot measure leading in early results](#) (Seattle Times, February 13, 2024)

Section 5

Company support for minimum wage increases

- [Why Amazon supports a \\$15 minimum wage](#) (Amazon)
- [BoFA raises minimum wage to \\$25 an hour, reaching its goal](#) (subscription required) (Bloomberg Law, September 17, 2025)
- [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, February 22, 2024)
- [8 companies raising the minimum wage](#) (Investopedia, January 3, 2024)
- [Most employers support raising federal minimum wage](#) (subscription require) (SHRM, August 7, 2023)
- [35 companies and jobs that pay \\$15 an hour in 2022](#) (Ivetriedthat, October 8, 2021)
- [Walgreens latest to raise minimum wage to \\$15 an hour](#) (Forbes, August 31, 2021)
- [CVS Health announces wage increases](#) (CVS, August 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)

- [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, February 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)

Note: Mercer is not engaged in the practice of law, accounting or medicine. Any commentary in this article does not constitute and is not a substitute for legal, tax or medical advice. Readers of this article should consult a legal, tax or medical expert for advice on those matters.

MERCER

A MARSH BUSINESS

Mercer US LLC

1166 Avenue of the Americas
New York, NY 10036
www.mercer.com

Copyright 2026 Marsh. All rights reserved.