

GUIDE

City and County Minimum Wage Rate Increases

JAN. 1, 2026

INTRODUCTION

The federal minimum wage hasn't increased since 2009. In response, smaller jurisdictions have taken it upon themselves to set their own rates. States, counties, and cities continue to pass new minimum wage laws, creating challenges for employers to manage rates across their organizations.

Tracking, applying, and communicating minimum wage rates for large employers has become increasingly complex. This guide gives an overview of updates at the county and city levels.

Notes on Using This Guide

This guide only covers county and city minimum wage rates for large employers that update January 1, 2026. State wage rates are not included, nor are county and city wage rates updated at other times of the year. Employers should note that some jurisdictions whose large employer rates often update in January are not updating this year on January 1, 2026. Also, some local laws have been preempted by higher rates at the state level and are not included here.

Lastly, please note that your locations may be required to pay a different wage, depending on factors such as:

- Industry/sub-industry
- Tipped wages
- Small-employer wages
- Number of employees
- Minimum/maximum company revenue
- Student/learner wages
- New employee wages
- Overtime
- Whether the employer provides health benefits

Please note: *This wage rate guide is intended for market awareness only; it is not to be used as a substitute for legal advice or counsel.*

Minimum Wage Rates

State	Jurisdiction Name	Jurisdiction Type	Wage Amount	Effective Date
AZ	Flagstaff	City	\$18.35	1/1/2026
AZ	Tucson	City	\$15.45	1/1/2026
CA	Belmont	City	\$18.95	1/1/2026
CA	Burlingame	City	\$17.86	1/1/2026
CA	Cupertino	City	\$18.70	1/1/2026
CA	Daly City	City	\$17.50	1/1/2026
CA	East Palo Alto	City	\$17.90	1/1/2026
CA	El Cerrito	City	\$18.82	1/1/2026
CA	Foster City	City	\$17.85	1/1/2026
CA	Half Moon Bay	City	\$17.91	1/1/2026
CA	Hayward	City	Large: \$17.79	1/1/2026
CA	Los Altos	City	\$18.70	1/1/2026
CA	Menlo Park	City	\$17.55	1/1/2026

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Minimum Wage Rates

State	Jurisdiction Name	Jurisdiction Type	Wage Amount	Effective Date
CA	Mountain View	City	\$19.70	1/1/2026
CA	Novato	City	Very Large: \$17.73	1/1/2026
CA	Oakland	City	\$17.34	1/1/2026
CA	Palo Alto	City	\$18.70	1/1/2026
CA	Petaluma	City	\$18.31	1/1/2026
CA	Redwood City	City	\$18.65	1/1/2026
CA	Richmond	City	\$19.18	1/1/2026
CA	San Carlos	City	\$17.75	1/1/2026
CA	San Diego	City	\$17.75	1/1/2026
CA	San Jose	City	\$18.45	1/1/2026
CA	San Mateo	City	\$18.60	1/1/2026
CA	San Mateo County Unincorporated	County	\$17.95	1/1/2026

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Minimum Wage Rates

State	Jurisdiction Name	Jurisdiction Type	Wage Amount	Effective Date
CA	Santa Clara	City	\$18.70	1/1/2026
CA	Santa Rosa	City	\$18.21	1/1/2026
CA	Sonoma	City	Large: \$18.47	1/1/2026
CA	South San Francisco	City	\$18.15	1/1/2026
CA	Sunnyvale	City	\$19.50	1/1/2026
CA	West Hollywood	City	\$20.25	1/1/2026
CO	Boulder	City	\$16.82	1/1/2026
CO	Boulder County Unincorporated	County	\$16.82	1/1/2026
CO	Denver	City	\$19.29	1/1/2026
CO	Edgewater	City	\$18.17	1/1/2026
MD	Prince George's County	County	TBD	1/1/2026
ME	Portland	City	\$16.75	1/1/2026

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Minimum Wage Rates

State	Jurisdiction Name	Jurisdiction Type	Wage Amount	Effective Date
ME	Rockland	City	\$16.00	1/1/2026
MN	Minneapolis	City	\$16.37	1/1/2026
MN	St. Paul	City	Macro & Large: \$16.37	1/1/2026
NM	Las Cruces	City	\$13.01	1/1/2026
NY	Nassau County	County	\$17.00	1/1/2026
NY	New York City	City	\$17.00	1/1/2026
NY	Suffolk County	County	\$17.00	1/1/2026
NY	Westchester County	County	\$17.00	1/1/2026
WA	Bellingham	City	\$19.13	1/1/2026
WA	Burien	City	Large: \$21.63	1/1/2026
WA	Everett	City	Large: \$20.77	1/1/2026
WA	King County Unincorporated	County	Large: \$20.82	1/1/2026

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State	Jurisdiction Name	Jurisdiction Type	Wage Amount	Effective Date
WA	Renton	City	Large: \$21.57	1/1/2026
WA	SeaTac	City	\$20.74	1/1/2026
WA	Seattle	City	\$21.30	1/1/2026
WA	Tukwila	City	\$21.65	1/1/2026

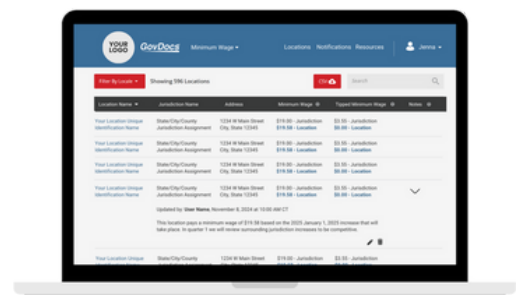
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Pay Minimum Wage Employees Right, Every Time

Monitoring minimum wage and compensation requirements across multiple locations is complex—and missing an update can lead to compliance risks, payroll errors, and employee mistrust. [GovDocs Minimum Wage](#) centralizes location-specific wage rates and automates tracking to support compliance, budgeting, and forecasting. With additional insights into:



- pay transparency
- recordkeeping
- overtime
- industry-specific
- exempt salary
- & more

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To learn more about GovDocs Minimum Wage, or other GovDocs employment law compliance products, contact us at 866-922-0930 or info@govdocs.com

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