

GUIDE

City and County Minimum Wage Rate Increases

JULY 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 July 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 July 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 |
|-------|-----------------------------------|-------------------|-------------|----------------|
| CA | Alameda | City | \$17.76 | 7/1/2026 |
| CA | Berkeley | City | \$19.61 | 7/1/2026 |
| CA | Emeryville | City | \$20.34 | 7/1/2026 |
| CA | Fremont | City | \$18.05 | 7/1/2026 |
| CA | Los Angeles County Unincorporated | County | \$18.47 | 7/1/2026 |
| CA | Los Angeles | City | \$18.42 | 7/1/2026 |
| CA | Malibu | City | \$17.91 | 7/1/2026 |
| CA | Milpitas | City | \$18.50 | 7/1/2026 |
| CA | Pasadena | City | \$18.57 | 7/1/2026 |
| CA | San Diego | City | \$19.00 | 7/1/2026 |
| CA | San Francisco | City | \$19.61 | 7/1/2026 |
| CA | Santa Monica | City | \$18.47 | 7/1/2026 |

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Minimum Wage Rates

| State | Jurisdiction Name | Jurisdiction Type | Wage Amount | Effective Date |
|-------|---------------------------|-------------------|-------------|----------------|
| IL | Chicago | City | \$17.05 | 7/1/2026 |
| IL | Cook County | County | \$15.40 | 7/1/2026 |
| MD | Montgomery County | County | Large: \$18 | 7/1/2026 |
| OR | Oregon Non-Urban Counties | County | \$14.55 | 7/1/2026 |
| OR | Oregon Standard Counties | County | \$15.55 | 7/1/2026 |
| OR | Portland Metro Area | City | \$16.80 | 7/1/2026 |

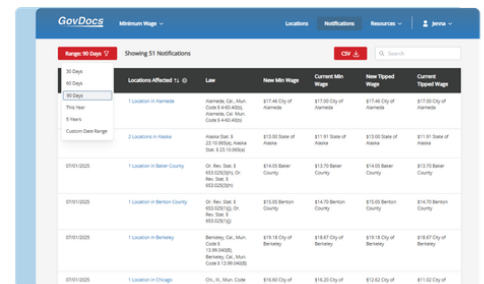
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Pay Minimum Wage Employees Right, Every Time

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:



| Locations Affected | Law | New Min. Wage | Current Min. Wage | New Typical Wage | Current Typical Wage |
|-----------------------------|--|--------------------------|--------------------------|--------------------------|--------------------------|
| 1 Location in Arkansas | Arkansas, Civ. Act. Code § 9-2-101(a), Min. Code § 9-2-101(b)(2) | \$11.40 City of Arkansas | \$11.50 City of Arkansas | \$11.40 City of Arkansas | \$11.50 City of Arkansas |
| 2 Locations in Florida | Florida Stat. § 22.00(1)(a), Min. Code § 22.00(1)(b)(2) | \$11.00 State of Florida | \$11.00 State of Florida | \$11.00 State of Florida | \$11.00 State of Florida |
| 1 Location in Baker County | Or. Min. Stat. § 65.000(2)(b), Min. Code § 65.000(2)(b) | \$14.00 Baker County | \$13.70 Baker County | \$14.00 Baker County | \$13.70 Baker County |
| 1 Location in Benton County | Or. Min. Stat. § 65.000(2)(b), Min. Code § 65.000(2)(b) | \$14.00 Benton County | \$13.70 Benton County | \$14.00 Benton County | \$13.70 Benton County |
| 1 Location in Berkeley | Berkeley, Civ. Code § 12.00(1)(b), Min. Code § 12.00(1)(b) | \$19.00 City of Berkeley | \$18.00 City of Berkeley | \$19.00 City of Berkeley | \$18.00 City of Berkeley |
| 1 Location in Chicago | Chi., H. Man. Code § 9-0.00(1)(a)(2) | \$16.00 City of Chicago | \$16.00 City of Chicago | \$16.00 City of Chicago | \$16.00 City of Chicago |

- pay transparency
- overtime
- exempt salary
- recordkeeping
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