

# HR Compliance Insights

November 2024

## Introduction

Many state and local minimum wage increases take effect on January 1st of each year. We have summarized those updates below. If an employee is subject to more than one minimum wage requirement (such as federal, state, and local), employers must pay the rate that is most generous to the employee. Please note that some jurisdictions schedule their changes at another point during the year. Additionally, in states, the minimum salary required to be exempt from overtime ties to minimum wage, therefore these thresholds will also increase.



**Effective January 1, 2024**, the minimum wage increases to \$14.35 per hour. Flagstaff, AZ minimum wage increases to \$17.40.



**Effective January 1, 2024**, the minimum wage increases to \$16.00 per hour. Several localities in CA have increased their minimum wages for 2024.

The minimum salary threshold for exempt employees increases to \$66,560 per year.



**Effective January 1, 2024**, the minimum wage increases to \$14.42 per hour. Denver, CO increases to \$18.29 and Edgewater, CO increases to \$15.02.



**Effective January 1, 2024**, the minimum wage increases to \$15.69 per hour.



**Effective January 1, 2024**, the minimum wage increases to \$13.25 per hour.



**Effective January 1, 2024**, the minimum wage increases to \$14.00 per hour.



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**Effective January 1, 2024**, the minimum wage increases to \$14.15 per hour. Portland and Rockland, ME increase to \$15.00.

The new minimum salary threshold is \$816.35 per week, or \$42,450.20.



Effective January 1, 2024, the minimum wage increases to \$15.00 per hour.



Effective January 1, 2024, the minimum wage increases to \$10.33 per hour.



Effective January 1, 2024, the minimum wage for employers with at least \$500,000 in gross revenue sales is \$10.85 per hour and \$8.85 for employers with less than \$500,000 in gross sales. St. Paul and Minneapolis increase to \$15.57.



Effective January 1, 2024, the minimum wage increases to \$12.30 per hour.



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Effective July 1, 2024, the minimum wage increases to \$12.00 per hour.



Effective January 1, 2024, the minimum wage increases to \$15.13 per hour for employers with 6 or more employees and increases to \$13.73 per hour for employers with fewer than 6 employees.



Effective January 1, 2024, the minimum wage increases to \$16.00 per hour for New York City and the counties of Nassau, Suffolk, and Westchester. For the remainder of New York state, the minimum wage increases to \$15.00 per hour.

Effective March 13, 2024, the salary threshold for executive, administrative, and professional roles will increase to \$1,300 per week.



Effective January 1, 2024, the minimum wage increases to \$10.45 per hour.



Effective January 1, 2024, the minimum wage increases to \$14.00 per hour.



Effective January 1, 2024, the minimum wage increases to \$11.20 per hour.



**Effective January 1, 2024**, the minimum wage increases to \$13.67 per hour.



**Effective January 1, 2024**, the minimum wage increases to \$16.28 per hour. Several localities in WA increase their minimum wage in 2024.

The new minimum salary threshold is \$1,302.40 per week, or \$67,724.80.