

# Minimum Compensation Ordinance wage rates

Tuesday, February 17, 2026

	For-profit	Non-profit	Public entities
<b>1/1/2027</b>	\$22.01	\$23.50	\$25.50*
<b>9/1/2026</b>	\$22.01	\$23.50	\$25.00*
<b>7/1/2026</b>	\$22.01	\$23.50*	\$23.00*
<b>1/1/2026</b>	\$21.54	\$23.00	\$23.00
<b>7/1/2025</b>	\$21.54	\$21.55	\$22.50
<b>1/1/2025</b>	\$20.96	\$20.25	\$22.00
<b>7/1/2024</b>	\$20.96	\$20.25	\$21.50
<b>1/1/2024</b>	\$20.22	\$18.93	\$20.75
<b>9/1/2023</b>	\$20.22	\$18.93	\$20.25
<b>7/1/2023</b>	\$20.22	\$18.93	\$19.25
<b>7/1/2022</b>	\$19.15	\$17.90	\$18.75
<b>7/1/2021</b>	\$18.55	\$17.34	\$18.00
<b>2/1/2021</b>	\$18.24	\$17.05	\$17.50
<b>12/8/2020</b>	\$18.24	\$17.05	\$17.25

\*The MCO rates shown here are dependent on the budget approval process.