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CITY OF SAINT PAUL

# HUMAN RIGHTS & EQUAL ECONOMIC OPPORTUNITY



# City of Saint Paul Minimum Wage Ordinance

## **Minimum Wage**

Local hourly  
minimum  
wage rate for  
employees  
who perform  
work in the city  
of Saint Paul



Chapter 224



**SAINT PAUL**  
HUMAN RIGHTS & EQUAL  
ECONOMIC OPPORTUNITY

# Minimum Wage Increase Update

Effective July 01, 2026, the Minimum Wage rate for businesses in the City of Saint Paul will increase according to the below schedule. Learn more at [stpaul.gov/minimumwage](https://stpaul.gov/minimumwage).

|                                                                | EFFECTIVE<br>JAN. 1, 2026 | EFFECTIVE<br>JUL. 1, 2026 | EFFECTIVE<br>JAN. 1, 2027            |
|----------------------------------------------------------------|---------------------------|---------------------------|--------------------------------------|
| <b>CITY RATE</b><br>Includes Macro & Large<br>(101+ employees) | <b>\$16.37</b>            | <b>\$16.37</b>            | <b>TBD</b><br>(Announced 09/01/2026) |
| <b>SMALL</b><br>(6-100 employees)                              | <b>\$15.00</b>            | <b>\$16.37</b>            | <b>\$16.37</b>                       |
| <b>MICRO</b><br>(5 or fewer employees)                         | <b>\$13.25</b>            | <b>\$14.25</b>            | <b>\$14.25</b>                       |
| <b>YOUTH RATE</b><br>(14-17 years old) *For first<br>90 days   | <b>\$12.75</b>            | <b>\$13.95</b>            | <b>\$13.95</b>                       |

**\*YOUTH RATE** - After the 90 days, youth workers shall be paid the applicable City minimum wage rate based on the appropriate business size.



# Youth Employment Rates

## 90 Day Youth Wage

- Can apply to employees who are 14-17 years of age
- 85% of the small business minimum wage rate
- Full minimum wage rate applies after 90 days of hire

## Youth-focused Training Program

- City-approved youth-focused training or apprenticeship program
- Can apply to employees under 20 years of age
- 85% of the small business minimum wage rate