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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.

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

***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