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State / Locality	Covered Employers	New Rate	Poster Update Required?
District of Columbia	All employers, regardless of size.	\$13.25 Tip \$3.89	No.*
Maryland		\$10.10	No.
Oregon		Standard (General) - \$10.75 Urban - \$12.00 Nonurban - \$10.50	Yes.**
Connecticut	Employers that receive state funding and have employees who provide direct care to persons in group homes and day programs.	\$15.00	No.
Emeryville, CA	Employers with 55 or less employees. Employers with 56 or more employees.	\$15.00 \$15.69	Yes.
Los Angeles City and County, CA	Employers with 25 or fewer employees. Employers with 26 or more employees.	\$12.00 \$13.25	No.
San Francisco City and County, CA	Employers with employees that perform work in San Francisco, including part-time and temporary employees. Gov't supported employees.	\$15.00 TBD	Yes.
Santa Monica, CA	Employers with 25 or fewer employees. Employers with 26 or more employees.	\$12.00 \$13.25	Yes.
Pasadena, CA	Employers with 25 or fewer employees. Employers with 26 or more employees.	\$12.00 \$13.25	Yes.
Malibu, CA	Employers with 25 or fewer employees. Employers with 26 or more employees.	\$12.00 \$13.25	No.





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San Leandro, CA	All employers, regardless of number of employees.	\$13.00	Yes.
Milpitas, CA	Employers subject to the City's business license requirement or who maintain a business facility in the City.	\$13.50	Yes.
Belmont, CA	Employers subject to the Belmont Business License Tax or within a facility in Belmont.	\$12.50	Yes.
Chicago, IL	Employers that maintain a business facility within the City of Chicago and/or are required to obtain a business license to operate in the City.	\$12.00 Tip – Increases with Consumer Price Index ("CPI")	No.
Cook County, IL	Employer must maintain a business facility within the geographic boundaries of Cook County and/or be subject to one or more of the license requirements.	\$11.00 Tip – Increases with CPI	No.
Portland, ME	Employers with a place of business in the City of Portland and employees who are performing work within the City.	\$10.90 Tip - \$5.00	Yes.
Montgomery County, MD	Employers with 50 or fewer employees.	\$12.00	Yes.
	Employers with 51 or more employees.	\$12.25	
Minneapolis, MN	Employers with more than 100 employees.	\$11.25	Yes.
	Employers with 100 or fewer employees.	\$10.25	

Posters can be accessed via the links noted below, downloaded, and printed.

Electronic versions of federal and state posters can be found at the following link: www.hraen.com/states.htm.

Electronic versions of city and county posters can be found at the following link: www.hraen.com/city.htm.

**An updated poster is not required provided that the employer has the most recent poster already on display.*

***The vendor provided in the links above is working diligently on making sure all posters are the latest copy but from time to time this may not be the case, e.g. some posters are not yet available by the government site. If you find any poster which has not been updated, please let us know.*

