



STPAUL.GOV

CITY OF SAINT PAUL

HUMAN RIGHTS & EQUAL ECONOMIC OPPORTUNITY



Your Saint Paul Labor Standards Rights

Wage Theft

Employees in Saint Paul receive all pay they are due for their work



Chapter 224A

Earned Sick & Safe Time (ESST)

Creates access to paid time off from work for employees who perform work in Saint Paul



Chapter 233

Minimum Wage

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



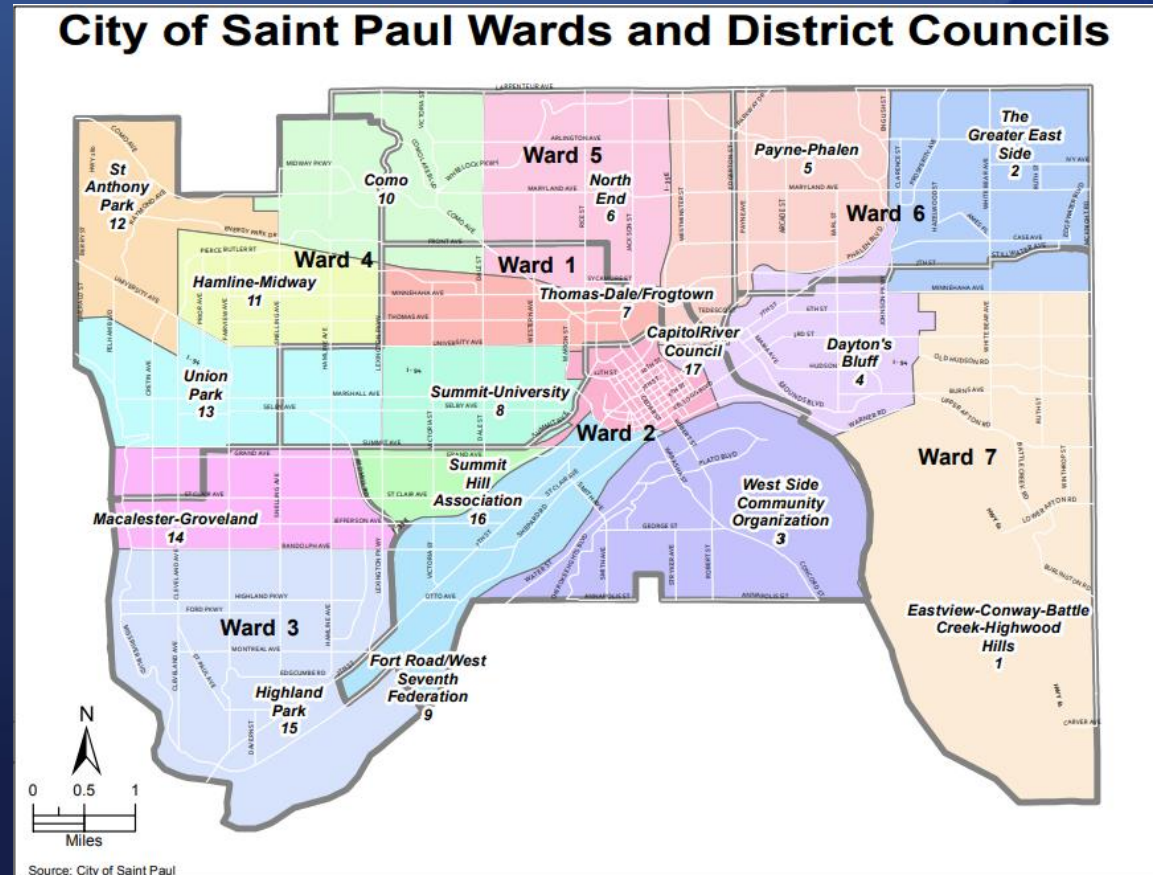
Chapter 224

Minimum Wage in the City of Saint Paul

Saint Paul MW applies for work done within the City

If an employee occasionally works in the City, Saint Paul MW kicks in if they work in the City two hours in a week

[Use the Ward and District Locator Tool](#)



Minimum Wage Increase Update

Effective January 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.



SAINT PAUL
HUMAN RIGHTS & EQUITY
ECONOMIC OPPORTUNITY

	2025	EFFECTIVE JAN. 1, 2026	EFFECTIVE JULY 1, 2026
CITY RATE Includes Macro & Large (101+ employees)	\$15.97	\$16.37	\$16.37
SMALL (6-100 employees)	\$15.00	\$15.00	\$16.37
MICRO (5 or fewer employees)	\$13.25	\$13.25	\$14.25

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

