



On January 1, 2024, the Illinois Minimum Wage will rise to \$14 per hour for individual who are 18 years and older.

New employees in the first 90 days of employment over the age of 18 may be paid up to 50 cents less per hour. Youths under the age of 18 who work fewer than 650 hours per calendar year may be paid \$12 per hour. Tipped employees may be paid 60% of the hourly minimum wage, which for 2024 will be \$8.40. The state minimum wage applies to employers of four or more employees.

In addition, [Chicago](#) and [Cook county](#) also have minimum wage requirements. Cook County's minimum wage is based on the greatest rate among the federal minimum wage, Illinois state minimum wage, or on the county's calculation using the Consumer Price Index (CPI). Effective January 1, 2024, the Illinois rate of \$14 per hour

will govern in Cook County. Chicago, however, imposes a tiered minimum wage: \$15.80 per hour for employers with 21 or more workers, and \$15.00 per hour for employers with four to 20 workers. Tipped employees have a minimum wage of \$9.00 for employers with four to 20 workers, and \$9.48 for employers with 21 or more workers. If a tipped worker's wages plus tips do not equal at least the full minimum wage, the employer must make up the difference. Finally, the minimum wage to be paid under contracts with the City of Chicago or concessionaire agreements is \$16.80 per hour. Chicago's minimum wage rises every July 1, when the Chicago Office of Labor Standards releases new rates.

Employers with questions should contact experienced counsel.

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