



CITY OF PHILADELPHIA

OFFICE OF THE DIRECTOR OF FINANCE

Room 1330 Municipal Services Building
1401 John F. Kennedy Boulevard
Philadelphia, PA 19102
(215) 686-6140
FAX (215) 568-1947

ROB DUBOW
Director of Finance

May 28, 2026

Dear Recipients of City Contracts, Leases, Concessions, Franchises, and Financial Aid, as well as Subcontractors, Sublessees, and Subrecipients at All Levels:

Please be advised: Effective July 1, 2026, the Minimum Wage Standard in Philadelphia under [Chapter 17-1300 of the Philadelphia Code](#) is: **\$17.36 an hour**. This rate is applicable to:

1. New “Contracts” (meaning contracts, leases, concessions, franchises, and financial aid, together with subcontracts, subleases, and subgrants at all levels) that are effective on or after July 1, 2026.
2. Amendments and renewals of present Contracts, if the amendment or renewal is effective on or after July 1, 2026. (For a Contract, amendment, or renewal effective prior to July 1, 2026 with a term of no more than one year, the Minimum Wage Standard will remain \$16.82 through the end of the Contract, amendment, or renewal term.¹)
3. Contracts of longer than one year, which were entered into on or after April 19, 2019, and which have not been renewed or amended since that time.²

The Minimum Wage Standard is a floor, not a ceiling. The City encourages vendors who are paying their employees more than the Minimum Wage Standard to continue to do so. Applicable law may also require the payment of Prevailing Wages; see [Section 17-107 of the Philadelphia Code](#).

If you have any questions regarding these requirements, please contact the departmental Contract Manager for your contract.

Sincerely,

A handwritten signature in black ink, appearing to read 'Rob Dubow'.

Rob Dubow
Director of Finance

¹ See [Bill No. 180846](#) (approved December 20, 2018), Section 3; Philadelphia [Code Section 17-1305, footnote 147](#).

² For Contracts that remain in effect from on or before April 18, 2019, without an intervening amendment, the Minimum Wage Standard for calendar 2026 is the higher of 150% of the federal minimum wage or \$12.40 an hour. The latter amount is revised as of each January 1 by multiplying \$12.00 by the most recently published Consumer Price Index for all Urban Consumers (CPI-U) All Items Index, Philadelphia, Pennsylvania, and dividing by the most recently published CPI-U as of January 1, 2015. See citations in previous footnote.