

## State and Local Minimum Wages

Effective October 1, 2023

STATE OR LOCALITY	MINIMUM WAGE RATE	MAXIMUM TIP CREDIT	MINIMUM TIPPED WAGE	NOTES & FUTURE SCHEDULED INCREASES
<b>Federal minimum</b>	\$7.25	\$5.12	\$2.13	Tipped employees must regularly earn at least \$30 per month in tips.
<b>Federal contractors</b>	\$12.50 for federal contracts entered into, renewed, or extended prior to 1/1/22; \$16.20 for federal contracts entered into, renewed, or extended on or after 1/1/22.	\$4.00 for contracts before 1/1/22; \$2.75 for contracts on or after 1/1/22	\$8.50 for contracts before 1/1/22; \$13.75 for contracts on or after 1/1/22	Increased pursuant to EO 13658 (contracts before 1/1/22) and EO 14026 (contracts on or after 1/1/22). To be adjusted annually January 1. EO 14026 is currently facing several legal challenges.
<b>Alabama</b>	NONE*	NONE*	NONE*	No minimum wage; federal law applies.
<b>Alaska</b>	\$10.85	Tip credit prohibited	\$10.85	Adjusted annually January 1.
<b>Arizona</b>	\$13.85	\$3.00	\$10.85	Adjusted annually on January 1.
<i>Flagstaff</i>	\$16.80	**	**	<i>Adjusted annually on January 1.</i>
<i>Tucson</i>	\$13.50	**	**	<i>Increasing to \$14.25 on 1/1/24, \$15.00 on 1/1/25, then adjusted annually beginning January 1, 2026.</i>
<b>Arkansas</b>	\$11.00	\$8.37	\$2.63	Tipped employees must regularly earn at least \$20 per month in tips.
<b>California</b>	\$15.50	Tip credit prohibited	\$15.50	Adjusted annually on January 1. Increasing to \$16.00 on 1/1/24.
<i>Alameda</i>	\$16.52	**	**	<i>Adjusted annually on July 1.</i>
<i>Belmont</i>	\$16.75	**	**	<i>Adjusted annually on January 1. Increasing to \$17.35 on 1/1/24.</i>
<i>Berkeley</i>	\$18.07	**	**	<i>Adjusted annually on July 1.</i>
<i>Burlingame</i>	\$16.47	**	**	<i>Adjusted annually January 1. Increasing to \$17.03 on 1/1/24.</i>
<i>Cupertino</i>	\$17.20	**	**	<i>Adjusted annually January 1.</i>
<i>Daly City</i>	\$16.07	**	**	<i>Adjusted annually January 1.</i>
<i>East Palo Alto</i>	\$16.50	**	**	<i>Adjusted annually January 1.</i>
<i>El Cerrito</i>	\$17.35	**	**	<i>Adjusted annually January 1. Increasing to \$17.92 on 1/1/24.</i>
<i>Emeryville</i>	\$17.68	**	**	<i>Adjusted annually on July 1.</i>

STATE OR LOCALITY	MINIMUM WAGE RATE	MAXIMUM TIP CREDIT	MINIMUM TIPPED WAGE	NOTES & FUTURE SCHEDULED INCREASES
<i>Foster City</i>	<i>\$16.50</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually January 1.</i>
<i>Fremont</i>	<i>\$16.80</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually on July 1.</i>
<i>Half Moon Bay</i>	<i>\$16.45</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually January 1.</i>
<i>Hayward</i>	<i>\$16.34 with 26 or more employees; \$15.50 with 25 or fewer employees</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually January 1. Increasing to \$16.90 with 26 or more employees on 1/1/24.</i>
<i>Long Beach</i>	<i>\$15.50; \$16.73 for hotel workers; \$16.55 for concessionaires</i>	<i>**</i>	<i>**</i>	
<i>Los Altos</i>	<i>\$17.20</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually January 1.</i>
<i>Los Angeles City</i>	<i>\$16.78</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually on July 1.</i>
<i>Los Angeles County (Unincorporated Areas Only)</i>	<i>\$16.90</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually on July 1.</i>
<i>Malibu</i>	<i>\$16.90</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually on July 1.</i>
<i>Menlo Park</i>	<i>\$16.20</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually January 1.</i>
<i>Milpitas</i>	<i>\$17.20</i>			<i>Adjusted annually July 1.</i>
<i>Mountain View</i>	<i>\$18.15</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually January 1.</i>
<i>Novato</i>	<i>\$16.32 for businesses with 100 or more employees; \$16.07 for businesses with 26 to 99 employees; \$15.53 with 25 or fewer employees</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually January 1.</i>
<i>Oakland</i>	<i>\$15.97 for non-hotel employers; \$17.37 for hotel employers that contribute \$5.46 per hour toward health care benefits; \$23.15 for non-qualifying</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually January 1.</i>

STATE OR LOCALITY	MINIMUM WAGE RATE	MAXIMUM TIP CREDIT	MINIMUM TIPPED WAGE	NOTES & FUTURE SCHEDULED INCREASES
	<i>hotel employers.</i>			
<i>Palo Alto</i>	\$17.25	**	**	<i>Adjusted annually January 1. Increasing to \$17.80 on 1/1/24.</i>
<i>Pasadena</i>	\$16.93	**	**	<i>Adjusted annually on July 1.</i>
<i>Petaluma</i>	\$17.06	**	**	<i>Adjusted annually January 1. Increasing to \$17.45 on 1/1/24.</i>
<i>Redwood City</i>	\$17.00	**	**	<i>Adjusted annually January 1.</i>
<i>Richmond</i>	\$16.17	**	**	<i>Adjusted annually January 1.</i>
<i>San Carlos</i>	\$16.32	**	**	<i>Adjusted annually January 1. Increasing to \$16.87 on 1/1/24.</i>
<i>San Diego</i>	\$16.30	**	**	<i>Adjusted annually January 1. Increasing to \$16.85 on 1/1/24.</i>
<i>San Francisco</i>	\$18.07	**	**	<i>Adjusted annually July 1.</i>
<i>San Jose</i>	\$17.00	**	**	<i>Adjusted annually January 1. Increasing to \$17.55 on 1/1/24.</i>
<i>San Leandro</i>	\$15.00	**	**	<i>Adjusted annually on July 1.</i>
<i>San Mateo</i>	\$16.75	**	**	<i>Adjusted annually January 1. Increasing to \$17.35 on 1/1/24.</i>
<i>Santa Clara</i>	\$17.20	**	**	<i>Adjusted annually January 1. Increasing to \$17.75 on 1/1/24.</i>
<i>Santa Monica</i>	\$15.96; \$18.17 for hotel workers	**	**	<i>Adjusted annually July 1.</i>
<i>Santa Rosa</i>	\$17.06	**	**	<i>Adjusted annually January 1. Increasing to \$17.45 on 1/1/24.</i>
<i>Sonoma</i>	\$17.00 for businesses with 26 or more employees; \$16.00 for businesses with 25 or fewer employees	**	**	<i>Adjusted annually January 1.</i>
<i>South San Francisco</i>	\$16.70	**	**	<i>Adjusted annually January 1.</i>
<i>Sunnyvale</i>	\$17.95	**	**	<i>Adjusted annually January 1.</i>
<i>West Hollywood</i>	\$19.08	**	**	<i>Adjusted annually July 1.</i>
<b>Colorado</b>	\$13.65	\$3.02	\$10.63	Adjusted annually on January 1. Tipped employee must regularly earn at least \$30 per month in tips.

STATE OR LOCALITY	MINIMUM WAGE RATE	MAXIMUM TIP CREDIT	MINIMUM TIPPED WAGE	NOTES & FUTURE SCHEDULED INCREASES
<i>Denver</i>	\$17.29	**	**	<i>Adjusted annually January 1. Increasing to \$18.29 on 1/1/24.</i>
<b>Connecticut</b>	\$15.00	36.8 percent for hotels and restaurants; 18.5 percent for bartenders	\$6.38 for hotels and restaurants; \$8.23 for bartenders	Adjusted annually January 1. Increasing to \$15.69 on 1/1/24.
<b>Delaware</b>	\$11.75	\$9.52	\$2.23	Increasing to \$13.25 1/1/24; \$15.00 1/1/25. Tipped employee must regularly earn at least \$30 per month in tips.
<b>D.C.</b>	\$17.00	\$11.00	\$6.00	Adjusted annually on July 1.
<b>Florida</b>	\$12.00	\$3.02	\$8.98	Increasing to: \$13.00 9/30/24; \$14.00 9/30/25; \$15.00 9/30/26.
<b>Georgia</b>	\$5.15	Federal law applies	Federal law applies	Employers subject to FLSA must pay the \$7.25 Federal minimum wage. Special "training rate" of \$4.25 applies to new employees under the age of 20 for their first 90 days. Full time students in high school or college who work 20 hours or less per week can be paid \$6.16, or \$85 of the standard minimum wage if their job fits a work-study program or other specified situations.
<b>Hawaii</b>	\$12.00	\$1.00	\$13.00	Increasing to \$14.00 on 1/1/24; \$16.00 1/1/26; \$18.00 1/1/28. Employees must regularly earn at least \$20 per month in tips; combined wage must be at least \$7.00 more than the applicable minimum wage.
<b>Idaho</b>	\$7.25	\$3.90	\$3.35	Employees must regularly earn at least \$30 per month in tips.
<b>Illinois</b>	\$13.00	40 percent	\$7.80	Increasing to \$14.00 1/1/24, \$15.00 1/1/25. Employees must regularly earn at least \$20 per month in tips.
<i>Chicago</i>	<i>\$15.40 for large employers with 21 or more employees; \$15.00 for small employers with 4 to 20 employees</i>	**	**	<i>Adjusted annually July 1. For small employers with 4 to 20 employees: increasing to same rate as large employers on 7/1/24.</i>
<i>Cook County</i>	<i>\$13.35</i>	**	**	<i>Adjusted annually July 1.</i>
<b>Indiana</b>	\$7.25	\$5.12	\$2.13	Employees must regularly earn at least \$30 per month in tips.
<b>Iowa</b>	\$7.25	\$2.90	\$4.35	Employees must regularly earn at least \$30 per month in tips.
<b>Kansas</b>	\$7.25	\$5.12	\$2.13	Employees must regularly earn at least \$20 per month in tips.

STATE OR LOCALITY	MINIMUM WAGE RATE	MAXIMUM TIP CREDIT	MINIMUM TIPPED WAGE	NOTES & FUTURE SCHEDULED INCREASES
<b>Kentucky</b>	\$7.25	Federal law applies	Federal law applies	Employees must regularly earn at least \$30 per month in tips.
<b>Louisiana</b>	NONE*	NONE*	NONE*	No minimum wage; federal law applies.
<b>Maine</b>	\$13.80	50 percent	\$6.90	Adjusted annually on January 1. Employees must regularly earn at least \$30 per month in tips. Increasing to \$14.15 on 1/1/24. Minimum tipped wage increasing to \$7.08 on 1/1/24.
<i>Portland</i>	<i>\$14.00</i>	**	**	<i>Increasing to \$15.00 on 1/1/24; then adjusted annually beginning 1/1/25.</i>
<i>Rockland</i>	<i>\$14.00</i>	**	**	<i>Increasing to \$15.00 on 1/1/24; then adjusted annually beginning 1/1/25.</i>
<b>Maryland</b>	\$13.25 for businesses with 15 or more employees; \$12.80 for businesses with fewer than 15 employees	\$9.62 for 15 or more; 9.17 for fewer than 15	\$3.63	Increasing to: \$14.00 1/1/24; \$15.00 1/1/25 for businesses with 15 or more employees. Increasing to: \$13.40 1/1/24; \$14.00 1/1/25; \$14.60 1/1/26; \$15.00 7/1/26 for businesses with fewer than 15 employees. Employees must regularly receive at least \$30 per month in tips.
<i>Howard County</i>	<i>\$15.00 for businesses with 15 or more employees; \$13.25 for businesses with fewer than 15 employees.</i>	**	**	<i>For businesses with 15 or more, increasing to: \$16.00 1/1/25. For businesses with fewer than 15, increasing to: \$14.00 1/1/24; \$14.75 1/1/25; \$15.50 1/1/26; \$16.00 7/1/26; then adjusted annually after minimum wage reaches \$16.00.</i>
<i>Montgomery County</i>	<i>\$16.70 for businesses with 51 or more employees; \$15.00 for businesses with 11 to 50 employees; \$14.50 for businesses with 10 or fewer employees</i>	**	**	<i>Adjusted annually July 1. For business with 10 or fewer employees, increasing to \$15.00 on 7/1/24.</i>
<b>Massachusetts</b>	\$15.00	\$8.25	\$6.75	Employees must receive at least \$20 per month in tips.
<b>Michigan</b>	\$10.10	\$6.26	\$3.84	Increase to \$12.00 was blocked by Michigan Court of Appeals, minimum wage to remain at \$10.10.
<b>Minnesota</b>	\$10.59 large employers (annual gross revenue \$500,000 or more); \$8.63 small	Tip credit prohibited	\$10.59/\$8.63	Adjusted annually on January 1.  Large employers: Increasing to \$10.85 on 1/1/24.

STATE OR LOCALITY	MINIMUM WAGE RATE	MAXIMUM TIP CREDIT	MINIMUM TIPPED WAGE	NOTES & FUTURE SCHEDULED INCREASES
	employers (annual gross revenue less than \$500,000); \$8.63 for 90-day trainees (under 20 years of age) and youth employees (under 18 years of age)			Small employers: Increasing to \$8.85 on 1/1/24.  90-day trainees and youth employees: Increasing to \$8.85 on 1/1/24.
<i>Minneapolis</i>	<i>\$15.19 for businesses with more than 100 employees; \$14.50 for businesses with 100 or fewer employees</i>	**	**	<i>Large businesses adjusted annually beginning January 1, 2024. Increasing to \$15.57 on 1/1/24.</i>  <i>Small businesses (100 or fewer employees): Increasing to \$15.57 on 7/1/24, then adjusted annually beginning 1/1/25.</i>
<i>St. Paul</i>	<i>\$15.19 for macro employers of more than 10,000 employees; \$15.00 for large employers of more than 100 employees; \$13.00 for small employers with 6 to 100 employees; \$11.50 for micro employers with 5 or fewer employees</i>	**	**	<i>Macro employers with more than 10,000 employees adjusted annually on January 1. Increasing to \$15.57 on 1/1/24.</i>  <i>Large employers with 101 to 10,000 employees: Increasing to \$15.57 on 7/1/24.</i>  <i>Small employers with 6 to 100 employees: \$14.00 7/1/24; \$15.00 7/1/25. Increasing to macro employer rate on 7/1/26.</i>  <i>Micro employers with 5 or fewer employees: \$12.25 7/1/24; \$13.25 7/1/25; \$14.25 7/1/26; \$15.25 7/1/27. Increasing to macro employer rate on 7/1/28.</i>
<b>Mississippi</b>	NONE*	NONE*	NONE*	No minimum wage; federal law applies.
<b>Missouri</b>	\$12.00	50 percent	\$6.00	Adjusted annually on January 1.
<b>Montana</b>	\$9.95	Tip credit prohibited	\$9.95	Adjusted annually on January 1. Increasing to \$10.30 on 1/1/24.
<b>Nebraska</b>	\$10.50	\$8.37	\$2.13	Increasing to \$12.00 on 1/1/24; \$13.50 on 1/1/25; \$15.00 on 1/1/25; then adjusted annually beginning 1/1/27.
<b>Nevada</b>	\$11.25 without health benefits \$10.25 with health benefits	Tip credit prohibited	\$9.00/\$8.00	Effective July 1, 2024, minimum wage for all employers increasing to \$12.00.
<b>New Hampshire</b>	\$7.25	\$3.98	45 percent	Employees must regularly earn at least \$30 per month in tips.
<b>New Jersey</b>	\$14.13 for most	\$8.87; \$7.67	\$5.26	Adjusted annually on January 1.

STATE OR LOCALITY	MINIMUM WAGE RATE	MAXIMUM TIP CREDIT	MINIMUM TIPPED WAGE	NOTES & FUTURE SCHEDULED INCREASES
	employers (more than 5 employees); \$12.93 for seasonal employers and small employers with 5 or fewer workers; \$12.01 for agricultural employers; \$17.13 for long-term care facility direct care staff members.	for seasonal and small employers		Most employers: Increasing to \$15.13 on 1/1/24.  Seasonal and small employers: Increasing to \$13.93 on 1/1/24.  Agricultural employers: Increasing to \$12.81 on 1/1/24.  Long-term care facility direct care staff members: Increasing to \$18.13 on 1/1/24.
<b>New Mexico</b>	\$12.00	\$9.00	\$3.00	Employees must regularly earn at least \$30 per month in tips.
<i>Albuquerque</i>	<i>\$12.00</i>	**	**	<i>Adjusted annually on January 1. No scheduled increase for 2024.</i>
<i>Santa Fe</i>	<i>\$14.03</i>	**	**	<i>Adjusted annually in March.</i>
<i>Santa Fe County</i>	<i>\$14.03</i>	**	**	<i>Adjusted annually in March.</i>
<b>New York (remainder of state)</b>	\$14.20	\$4.75 food service workers; \$2.35 service employees	\$9.45 food service workers; \$11.85 service employees	See industry wage orders for additional requirements. Increasing to: \$15.00 on 1/1/24; \$15.50 on 1/1/25; \$16.00 on 1/1/26. Adjusted annually pursuant to the Consumer Price Index beginning in 1/1/27.
<i>New York City</i>	<i>\$15.00</i>	<i>\$5.00 food service workers; \$2.50 service employees</i>	<i>\$10.00 food service workers; \$12.50 service employees</i>	<i>Increasing to: \$16.00 on 1/1/24; \$16.50 on 1/1/25; \$17.00 on 1/1/26. Adjusted annually pursuant to the Consumer Price Index beginning in 1/1/27.</i>
<i>Long Island &amp; Westchester (Nassau, Suffolk and Westchester counties)</i>	<i>\$15.00</i>	<i>\$5.00 food service workers; \$2.50 service employees</i>	<i>\$10.00 food service workers; \$12.50 service employees</i>	<i>Increasing to: \$16.00 on 1/1/24; \$16.50 on 1/1/25; \$17.00 on 1/1/26. Adjusted annually pursuant to the Consumer Price Index beginning in 1/1/27.</i>
<i>Fast food employees in New York City (in fast food establish-</i>	<i>\$15.00</i>	**	**	

STATE OR LOCALITY	MINIMUM WAGE RATE	MAXIMUM TIP CREDIT	MINIMUM TIPPED WAGE	NOTES & FUTURE SCHEDULED INCREASES
<i>ments)</i>				
<i>Fast food employees outside of New York City (in fast food establishments)</i>	\$15.00	**	**	
<b>North Carolina</b>	\$7.25	\$5.12	\$2.13 (tied to federal minimum)	Employees must regularly earn at least \$20 per month in tips.
<b>North Dakota</b>	\$7.25	33 percent	\$4.86	Employees must regularly earn at least \$30 per month in tips.
<b>Ohio</b>	\$10.10 (gross receipts of \$342,000 or more); \$7.25 (gross receipts under \$342,000)	\$5.05/\$4.65	\$5.05/\$4.65	Tipped employees must regularly earn at least \$30 per month in tips. Gross receipts of \$342,000 or more: Adjusted annually on January 1. Increasing to \$10.45 on 1/1/24. Tipped employees increasing to \$5.25 on 1/1/24.  Gross receipts under \$342,000: No scheduled change, follows the federal minimum wage rate.
<b>Oklahoma</b>	\$7.25	50 percent	\$3.63	
<b>Oregon</b>	Portland metro area \$15.45; Urban/standard counties \$14.20; Rural counties \$13.20	Tip credit prohibited	Portland metro area \$14.75; Urban counties \$13.50; Rural counties \$12.50	An employer's location affects minimum wage rate. <u>Within Portland's urban growth boundary (metro area)</u> (including portions of Clackamas, Multnomah, and Washington counties) <u>Areas not in Portland's urban growth boundary or one of the listed nonurban counties (urban counties)</u> (Benton, Clackamas, Clatsop, Columbia, Deschutes, Hood River, Jackson, Josephine, Lane, Lincoln, Linn, Marion, Multnomah, Polk, Tillamook, Wasco, Washington, Yamhill counties) <u>The nonurban counties (rural counties)</u> (Baker, Coos, Crook, Curry, Douglas, Gilliam, Grant, Harney, Jefferson, Klamath, Lake, Malheur, Morrow, Sherman, Umatilla, Union, Wallowa, Wheeler counties)  Adjusted annually July 1.
<b>Pennsylvania</b>	\$7.25	\$4.42	\$2.83	Employees must regularly earn at least \$30 per month in tips.
<b>Rhode Island</b>	\$13.00	\$9.11	\$3.89	Increasing to: \$14.00 1/1/24; \$15.00 1/1/25.



STATE OR LOCALITY	MINIMUM WAGE RATE	MAXIMUM TIP CREDIT	MINIMUM TIPPED WAGE	NOTES & FUTURE SCHEDULED INCREASES
<b>South Carolina</b>	NONE*	NONE*	NONE*	No minimum wage; federal law applies.
<b>South Dakota</b>	\$10.80	50 percent	\$5.40	Adjusted annually on January 1. Employees must regularly earn at least \$35 per month in tips and cash wage must be at least one-half of minimum wage.
<b>Tennessee</b>	NONE*	NONE*	NONE*	No minimum wage; federal law applies.
<b>Texas</b>	\$7.25	\$5.12	\$2.13	Employees must regularly receive at least \$20 per month in tips.
<b>Utah</b>	\$7.25	\$5.12	\$2.13	Employees must receive at least \$30 per month in tips.
<b>Vermont</b>	\$13.18	50 percent	\$6.59	Adjusted annually on January 1. Employees must regularly receive at least \$120 per month in tips.
<b>Virginia</b>	\$12.00	\$9.87	\$2.13	No maximum tip credit; federal law applies.
<b>Washington</b>	\$15.74 for workers 16 years of age and older; \$13.38 for workers 14-15 years of age.	Tip credit prohibited	\$15.74	Adjusted annually on January 1. Increasing to \$16.28 on 1/1/24.  Workers 14-15 years of age are paid 85% of the minimum wage rate. Increasing to \$13.84 on 1/1/24.
<i>Seattle</i>	<u>Schedule 1 (more than 500 employees in U.S.)</u> \$18.69  <u>Schedule 2 (500 or fewer employees in U.S.)</u> \$18.69  <u>Schedule 2 (500 or fewer employees in U.S.) with medical benefits or tips</u> \$16.50	**	**	<i>Adjusted annually on January 1.</i>  <u>Schedule 2 employers (500 or fewer employees in the U.S.) with medical benefits or tips</u> \$17.25 1/1/24. Effective January 1, 2025, the hourly minimum wage paid by a Schedule 2 employer shall equal the hourly minimum wage applicable to Schedule 1 employers.
<i>SeaTac</i>	\$19.06	**	**	<i>Adjusted annually on January 1.</i>
<b>West Virginia</b>	\$8.75	\$6.13	\$2.62	
<b>Wisconsin</b>	\$7.25	\$4.92	\$2.33	
<b>Wyoming</b>	\$5.15*	\$3.03	\$2.13	Employees must regularly earn at least \$30 per month in tips.

\*\*Maximum tip credit and minimum tipped wage information is not tracked on this chart for municipalities.

\*Employers in states without minimum wage laws, or with minimum wage rates lower than the federal minimum wage, which currently is \$7.25 an hour, must observe the federal minimum wage for all employees covered by the Fair Labor Standards Act.