



# CURRENT AND FUTURE STATE WAGE RATES

FOR STATE MINIMUM WAGE AND TIPPED EMPLOYEES

December 2022

## 2022-2023 State Minimum and Tipped Wage Rates

Current rate and planned increases (**Unless otherwise noted**)

STATE/ LOCALITY	TIPPED WAGE	MINIMUM WAGE	EFFECTIVE DATES	NOTES
<b>Alabama</b>	\$2.13	\$7.25	Current	Alabama has no state minimum wage law, therefore the federal regular minimum wage (\$7.25) and tipped minimum wage (\$2.13) applies.
<b>Alaska</b>	\$10.34 \$10.85	\$10.34 \$10.85	Current 1/1/2023	Voters passed a ballot initiative in 2014 that requires the rate to be adjusted annually for inflation according to the Urban Alaska CPI-U.
<b>Arizona</b>	\$9.80 \$10.85	\$12.80 \$13.85	Current 1/1/2023	Voters approved a ballot initiative in 2016 to raise the minimum wage to \$12 by 2020, and increase thereafter according to the U.S. CPI-U. Arizona's tip credit is \$3.00.
Flagstaff, AZ	\$13.00 \$14.80	\$15.50 \$16.80	Current 1/1/2023	Voters approved a ballot initiative to reach a \$15 minimum wage by 2021, and indexed the minimum wage thereafter according to the CPI and rounded to the nearest \$0.05 (or \$2.00 above the state minimum wage, whichever is higher). The tipped minimum wage will be incrementally increased as follows: \$2 less than the minimum wage effective January 1, 2023, \$1.50 less than the minimum wage effective January 1, 2024, \$1 less than the minimum wage effective January 1, 2025. Effective January 1, 2026, the tipped minimum wage will not be less than the set minimum wage.
Tucson, AZ	\$10.00 \$10.50 \$11.25 \$12.00	\$13.00 \$13.50 \$14.25 \$15.00	Current 1/1/2023 1/1/2024 1/1/2025	In 2021, voters approved a ballot initiative to reach a \$15 minimum wage by 2025, which thereafter will be indexed according to inflation. Tucson allows the state tip credit of \$3.00. While the January 2023 increase was projected to be up to \$13.50 per hour for Tucson, state minimum wage will supersede the city rate.
<b>Arkansas</b>	\$2.63	\$11.00	Current	In 2018, voters approved a series of annual minimum wage increases with the wage reaching \$11.00 by 2021. Arkansas's tipped minimum wage is frozen at \$2.63. The state minimum wage applies to employers with 4 or more employees.
<b>California</b>	26+ employees \$15.00 25 or less employees \$14.00 All employees \$15.50	\$15.00 \$14.00 \$15.50	Current Current 1/1/2023	California's state minimum wage has increased annually to reach \$15 by 2022 for employers with more than 25 employees. After the state minimum wage reaches \$15 for all employees, it will be increased according to the U.S. CPI-W capped at an increase of 3.5%. California allows no tip credit. In 2023, Governor Newsom announced that the wage would rise to \$15.50 for all employers due to inflation topping 7%. In 2022, Newsom signed the FAST Recovery Act, which would allow a fast food industry sectoral bargaining council to raise the minimum wage for the industry as high as \$22 per hour.

While we believe this to be an accurate interpretation of state labor laws, this information should not be taken as legal advice, nor should it be a substitute for the independent advice of counsel. In cases involving local wage and hour laws, we suggest employers seek out local counsel.

Prepared for the Employment Policies Institute. Revised December 2022.

## 2022-2023 State Minimum and Tipped Wage Rates

*Current rate and planned increases (Unless otherwise noted)*

STATE/ LOCALITY	TIPPED WAGE	MINIMUM WAGE	EFFECTIVE DATES	NOTES
Alameda, CA	\$15.75 \$16.52	\$15.75 \$16.52	Current 7/1/2023	Starting in 2022, Alameda's minimum wage will increase according to the San Francisco-Oakland-San Jose CPI-W or a successor index every year, capped at 5%.
Belmont, CA	\$16.20 \$16.75	\$16.20 \$16.75	Current 1/1/2023	Beginning in January 2022, the city minimum wage will increase according to the San Francisco-Oakland-San Jose CPI, capped at 3.5%.
Berkeley, CA	\$16.99 \$18.07	\$16.99 \$18.07	Current 7/1/2023	Since 2019, the minimum wage increases annually according to the San Francisco-Oakland-San Jose CPI.
Burlingame, CA	\$15.60 \$16.47	\$15.60 \$16.47	Current 1/1/2023	Starting in 2021, all businesses were required to pay a \$15 minimum wage, which will be increased annually according to the San Francisco-Oakland-San Jose CPI starting in 2022.
Cupertino, CA	\$16.40 \$17.20	\$16.40 \$17.20	Current 1/1/2023	In 2016, the City Council voted to increase the minimum wage to \$15 by 2019, which increase thereafter according to the San Francisco-Oakland-San Jose CPI-W every year, rounded to the nearest \$0.05.
Daly City, CA	\$15.53 \$16.07	\$15.53 \$16.07	Current 1/1/2023	In 2019, the City Council of Daly City voted to increase the minimum wage to \$15.00 by 2021, and increase it thereafter according to the San Francisco-Oakland-San Jose CPI every year.
East Palo Alto, CA	\$15.60 \$16.50	\$15.60 \$16.50	Current 1/1/2023	Beginning in 2020, Palo Alto set the minimum wage to \$15 per hour, to increase according to the San Francisco-Oakland-San Jose CPI every year, rounded to the nearest \$0.05.
El Cerrito, CA	\$16.37 \$17.35	\$16.37 \$17.35	Current 1/1/2023	In 2015, the City Council voted to increase the minimum wage to \$15 by 2019, and increase it thereafter according to the San Francisco-Oakland-San Jose CPI every year.
Emeryville, CA	\$17.68 \$18.67	\$17.68 \$18.67	Current 7/1/2023	Emeryville's Living Wage Ordinance requires the minimum wage to increase according to the San Francisco-Oakland-San Jose CPI-U every year, capped at 3% increase.
Fremont, CA	26+ employees \$16.00 \$16.80  25 or fewer employees \$16.00 \$16.80	26+ employees \$16.00 \$16.80  25 or fewer employees \$16.00 \$16.80	Current 7/1/2023  Current 7/1/2023	In 2019, Fremont City Council voted to raise the city's minimum wage to \$15 by 2020, with small employers at a slightly lower rate. Since 2021, the wage increases according to the San Francisco-Oakland-San Jose CPI-W, rounded to the nearest \$0.05 every year. Beginning in 2022, the small employers' minimum wage will be tied to the rate for large employers.
Foster City, CA	\$15.75 \$16.50	\$15.75 \$16.50	Current 1/1/2023	In 2022, Foster City Council passed a minimum wage ordinance raising the city's minimum wage to \$15.75 that year, \$16.50 in 2023, and adjust according to inflation based on the "Regional Consumer Price Index" annually thereafter, capped at 3%.
Half Moon Bay, CA	\$15.56 \$16.45	\$15.56 \$16.45	Current 1/1/2023	In 2020, Half Moon Bay City Council voted to increase both its large and small employer minimum wage to \$15 in 2021. Beginning in 2022, all employers pay the same minimum wage rate, which increases according to the San Francisco-Oakland-San Jose CPI every year.

## 2022-2023 State Minimum and Tipped Wage Rates

*Current rate and planned increases (Unless otherwise noted)*

STATE/ LOCALITY	TIPPED WAGE	MINIMUM WAGE	EFFECTIVE DATES	NOTES
Hayward, CA	26+ employees \$15.56 \$16.34  25 or fewer employees \$14.52 \$15.50	26+ employees \$15.56 \$16.34  25 or fewer employees \$14.52 \$15.50	Current 1/1/2023  Current 1/1/2023	In 2020, the Hayward City Council voted to increase the minimum wage for large employers and small employers. The minimum wage for large employers increases according to the San Francisco-Oakland-Hayward CPI every year. The minimum wage for small employers will increase in 2022 according to the CPI but reach \$15 in 2023.
Inglewood, CA	Healthcare employers \$15.00 \$25.00	Healthcare employers \$15.00 \$25.00	Current 1/1/2024	In 2022, voters approved Measure HC to raise the city's minimum wage to \$25 per hour for private healthcare facility employees. Beginning in 2024, this wage will be indexed according to inflation.
Los Altos, CA	\$16.40 \$17.20	\$16.40 \$17.20	Current 1/1/2023	In 2016, the Los Altos City Council voted to increase the minimum wage to \$15 by 2019, and increase thereafter according to the San Francisco-Oakland-San Jose CPI-W or a successor index, rounded to the nearest \$0.05.
Los Angeles (city), CA	\$16.04 \$16.78	\$16.04 \$16.78	Current 7/1/2023	Beginning July 1, 2022 the minimum wage will increase every year for all employers according to the Los Angeles-Riverside-Orange County CPI-W.
Los Angeles (county), CA	\$15.96 \$16.90	\$15.96 \$16.90	Current 7/1/2023	Beginning July 1, 2022, the county will increase the minimum wage every year according to the Los Angeles-Riverside-Orange County CPI-W. Rates will be announced on January 1 of each year.
Malibu, CA	\$15.96 \$16.90	\$15.96 \$16.90	Current 7/1/2023	Beginning in January 2022, the wage will be increased according to the Los Angeles-Riverside-Orange County CPI-W for all employers.
Menlo Park, CA	\$15.75 \$16.20	\$15.75 \$16.20	Current 1/1/2023	The Menlo Park City Council passed a \$15 minimum wage for 2020, which would increase thereafter according to the San Francisco-Oakland-Hayward CPI-W every year, rounded to the nearest \$0.05. Increases are capped at 3% per year.
Milpitas, CA	\$16.40 \$17.20	\$16.40 \$17.20	Current 7/1/2023	In 2017, the Milpitas City Council established a citywide minimum wage to reach \$15 by 2019, and increased thereafter according to the San Francisco-Oakland-San Jose CPI-W or successor index every year, capped at 5%, rounded to the nearest \$0.05.
Mountain View, CA	\$17.10 \$18.15	\$17.10 \$18.15	Current 1/1/2023	In 2015, the Mountain View City Council adopted a city minimum wage to reach \$15 by 2018, to increase thereafter according to the San Francisco-Oakland-San Jose CPI-W, rounded to the nearest \$0.05.
Novato, CA	100+ employees \$15.77 \$16.32  26-99 employees \$15.53 \$16.07  25 or fewer employees \$15.00 \$15.53	100+ employees \$15.77 \$16.32  26-99 employees \$15.53 \$16.07  25 or fewer employees \$15.00 \$15.53	Current 1/1/2023  Current 1/1/2023  Current 1/1/2023	In 2019, the Novato City Council adopted a minimum wage of \$15 per hour by 2022 for all employees in Novato, with accelerated schedules for larger employers. Now, the minimum wage increases every year according to the San Francisco-Oakland-Hayward CPI-W, capped at 3.5%.

## 2022-2023 State Minimum and Tipped Wage Rates

*Current rate and planned increases (Unless otherwise noted)*

STATE/ LOCALITY	TIPPED WAGE	MINIMUM WAGE	EFFECTIVE DATES	NOTES
Oakland, CA	\$15.06 \$15.97	\$15.06 \$15.97	Current 1/1/2023	In 2015, the Oakland City Council adopted a \$12.25 minimum wage, to be increased thereafter according to the San Francisco-Oakland-San Jose CPI-W or successor index. Oakland has separate minimum wages for hotel employees.
	Hotel employees with no benefits \$21.84 \$23.15	Hotel employees with no benefits \$21.84 \$23.15	Current 1/1/2023	
	Hotel employees with benefits \$16.38 \$17.37	Hotel employees with benefits \$16.38 \$17.37	Current 1/1/2023	
Pasadena, CA	\$16.11 \$16.93	\$16.11 \$16.93	Current 7/1/2023	In 2019, the Pasadena City Council approved a minimum wage to reach \$15 by 2021 for all employers, with an accelerated schedule for larger employers. Beginning July 2022, the minimum wage will increase every year for all employers according to the Los Angeles-Long Beach-Riverside CPI-U.
Palo Alto, CA	\$16.45 \$17.25	\$16.45 \$17.25	Current 1/1/2023	In 2016, the Palo Alto City Council set a minimum wage that would reach \$15 by 2019, and increase thereafter according to the San Francisco-Oakland-San Jose CPI-W every year, capped at 5% and rounded to the nearest \$0.05.
Petaluma, CA	\$15.85 \$17.06	\$15.85 \$17.06	Current 1/1/2023	Beginning in January 2022, the minimum wage will increase according to the San Francisco-Oakland-San Jose CPI-W for all employers.
Redwood City, CA	\$16.20 \$17.00	\$16.20 \$17.00	Current 1/1/2023	In 2017, the Redwood City Council approved a minimum wage to reach \$15 by 2020, and increase thereafter according to the San Francisco-Oakland-San Jose CPI-W every year, capped at 5%.
Richmond, CA	Employers offering no benefits \$15.54 \$16.17	Employers offering no benefits \$15.54 \$16.17	Current 1/1/2023	In 2014, the Richmond City Council approved a minimum wage to reach \$15 by 2019, to increase thereafter according to the San Francisco-Oakland-San Jose CPI-W every year. The ordinance allows employers who pay toward an employee medical benefits plan to pay \$1.50 less than the stated wage, unless it falls below the state minimum wage rate.
	Employers offering benefits \$15.00 \$15.50	Employers offering benefits \$15.00 \$15.50	Current 1/1/2023	
San Carlos, CA	\$15.77 \$16.32	\$15.77 \$16.32	Current 1/1/2023	In 2020, the San Carlos City Council adopted a minimum wage of \$15 for 2021, to be increased thereafter according to the San Francisco-Oakland-San Jose CPI every year, capped at 3.5%.
San Diego, CA	\$15.00 \$16.30	\$15.00 \$16.30	Current 1/1/2023	In 2016, the San Diego City Council approved a minimum wage to reach \$11.50 by 2017, to be increased thereafter according to the U.S. City CPI-W.
San Francisco, CA	\$16.99 \$18.07	\$16.99 \$18.07	Current 7/1/2023	In 2014, voters passed a ballot initiative establishing a \$15 minimum wage by July 2018, to increase thereafter according to the San Francisco-Oakland-San Jose CPI-W every year.
South San Francisco, CA	\$15.80 \$16.70	\$15.80 \$16.70	Current 1/1/2023	In 2019, South San Francisco City Council approved a minimum wage ordinance to increase every year according to the San Francisco-Oakland-San Jose CPI.

## 2022-2023 State Minimum and Tipped Wage Rates

*Current rate and planned increases (Unless otherwise noted)*

STATE/ LOCALITY	TIPPED WAGE	MINIMUM WAGE	EFFECTIVE DATES	NOTES
San Jose, CA	\$16.20 \$17.00	\$16.20 \$17.00	Current 1/1/2023	In 2016, voters approved a minimum wage ordinance to reach a \$15 minimum wage by 2019, and increase thereafter according to the San Francisco-Oakland-San Jose CPI-W, capped at 5%, and rounded to the nearest \$0.05.
San Leandro, CA	\$15.00	\$15.00	Current	In 2017, San Leandro City Council approved a minimum wage increase to reach \$15 by 2020. The minimum wage rate will increase to the state rate in 2023.
San Mateo, CA	\$16.20 \$16.75	\$16.20 \$16.75	Current 1/1/2023	In 2016, the San Mateo City Council approved a minimum wage to reach \$15 by 2019 for most employers and 2020 for non-profits, to be increased thereafter according to the San Francisco-Oakland-San Jose CPI, capped at 3.5%.
Santa Clara, CA	\$16.40 \$17.20	\$16.40 \$17.20	Current 1/1/2023	In 2017, the Santa Clara City Council approved a minimum wage to reach \$15 by 2019, and increased thereafter according to the San Francisco-Oakland-San Jose CPI-W every year, capped at 5%, rounded to the nearest \$0.05.
Santa Monica, CA	\$15.96 \$16.90	\$15.96 \$16.90	Current 7/1/2023	Santa Monica City Council approved a minimum wage to reach \$15 by 2020 for large employers and 2021 for small employers. Beginning in 2022, it will increase thereafter according to the Los Angeles-Riverside-Orange County CPI-W every year. The wage for hotel employees will rise to \$19.73 per hour on July 1, 2023.
Santa Rosa, CA	\$15.85 \$17.06	\$15.85 \$17.06	Current 1/1/2023	Beginning in 2022, the minimum wage would increase for all employers every year according to the San Francisco-Oakland-San Jose CPI-W.
Sonoma, CA	26+ employees \$16.00 \$17.00  25 or fewer employees \$15.00 \$16.00	26+ employees \$16.00 \$17.00  25 or fewer employees \$15.00 \$16.00	Current 1/1/2023  Current 1/1/2023	In 2019, the Sonoma City Council approved a minimum wage of \$17 for large employers and \$16 for small employers by 2023. Beginning in 2024, the minimum wage will increase every year according to an index set by the Council or 3.5%, whichever is less.
Sunnyvale, CA	\$17.10 \$17.95	\$17.10 \$17.95	Current 1/1/2023	In 2014, the Sunnyvale City Council adopted a minimum wage to reach \$15 by 2018, to increase thereafter according to the San Francisco-Oakland-Hayward CPI-W, capped at 5%, and rounded to the nearest \$0.05 every year.
West Hollywood, CA	Hotel employees \$18.35 \$19.08  Employers of 50+ \$16.50 \$17.50 \$19.08  Employers of 49 or less \$16.00 \$17.00 \$19.08	Hotel employees \$18.35 \$19.08  Employers of 50+ \$16.50 \$17.50 \$19.08  Employers of 49 or less \$16.00 \$17.00 \$19.08	Current 7/1/2023  Current 1/1/2023 7/1/2023  Current 1/1/2023 7/1/2023	In 2021, the West Hollywood City Council adopted a \$17.64 minimum wage for hotel workers in January 2022, to expand to include all employers by July 2023. Beginning in July 2023, the minimum wage for all employers will increase every year according to the Los Angeles-Long Beach-Anaheim CPI-W.
<b>Colorado</b>	\$9.54 \$10.63	\$12.56 \$13.65	Current 1/1/2023	In 2017, Colorado voters amended the state constitution to increase the minimum wage to reach \$12 by 2020, and increase thereafter according to the Colorado CPI annually. Colorado's tip credit is \$3.02.

## 2022-2023 State Minimum and Tipped Wage Rates

*Current rate and planned increases (Unless otherwise noted)*

STATE/ LOCALITY	TIPPED WAGE	MINIMUM WAGE	EFFECTIVE DATES	NOTES
Denver, CO	\$12.85 \$14.27	\$15.87 \$17.29	Current 1/1/2023	In 2019, the Denver City Council approved a minimum wage increase to \$15.87 by 2022, and increased thereafter every year according to the Denver-Aurora-Lakewood CPI-W.
<b>Connecticut</b>	\$6.38 \$6.38	\$14.00 \$15.00	Current 6/1/2023	In May 2019, Connecticut lawmakers approved an increase in the state's minimum wage to \$15 an hour by 2023. The base wage for tipped employees remains the same at \$6.38. The minimum wage for specifically bartenders is \$8.23.
<b>Delaware</b>	\$2.23 \$2.23 \$2.23 \$2.23	\$10.50 \$11.75 \$13.25 \$15.00	Current 1/1/2023 1/1/2024 1/1/2025	In 2021, Delaware lawmakers approved a minimum wage to reach \$15 by 2025, but keeps the state tipped wage at \$2.23.
<b>District of Columbia</b>	\$5.35 \$6.00 \$8.00*	\$16.10 \$16.10 \$17.00	Current 1/1/2023 7/1/2023	The District of Columbia's minimum wage is set to increase every year according to the Washington metropolitan CPI-U, rounded to the nearest \$0.05. *In 2022, voters approved a ballot measure to eliminate the tip credit, raising the tipped wage by \$2 annually to equal the standard minimum wage by 2027.
<b>Florida</b>	\$7.98 \$8.98 \$9.98 \$10.98 \$11.98	\$11.00 \$12.00 \$13.00 \$14.00 \$15.00	Current 9/30/2023 9/30/2024 9/30/2025 9/30/2026	In 2020, voters approved a minimum wage to reach \$15 by 2026. Florida's tip credit is \$3.02.
<b>Georgia</b>	\$2.13	\$7.25	Current	Georgia's minimum wage law currently stands at \$5.15, therefore the federal regular minimum wage (\$7.25) and tipped wage (\$2.13) applies.
<b>Guam</b>	\$8.25	\$8.25	Current	
<b>Hawaii</b>	\$11.00 \$12.75 \$14.75 \$16.50	\$12.00 \$14.00 \$16.00 \$18.00	Current 1/1/2024 1/1/2026 1/1/2028	In 2015, Hawaii lawmakers enacted a minimum wage to reach \$10.10 by 2018. Hawaii allows a tip credit of \$0.75 if tipped employees receive at least \$7.00 more than the regular minimum wage when tips are added in. In 2022, state lawmakers approved a bill to raise the state's minimum wage to \$18 per hour by 2028, with changes to the tip credit. The law raised the state minimum wage to \$12 per hour on October 1, 2022, with a \$1 tip credit.
<b>Idaho</b>	\$3.35	\$7.25	Current	Idaho's minimum wage equals the federal rate of \$7.25, and the tipped minimum wage is frozen at \$3.35.
<b>Illinois</b>	\$7.20 \$7.80 \$8.40 \$9.00	\$12.00 \$13.00 \$14.00 \$15.00	Current 1/1/2023 1/1/2024 1/1/2025	In 2019, Illinois approved an increase to \$15 per hour by 2025. Illinois' tip credit cannot exceed 40% of the applicable minimum wage.
Chicago, IL	21+ employees \$9.24 \$9.48  4-20 employees \$8.70 \$9.00	21+ employees \$15.40 \$15.80  4-20 employees \$14.50 \$15.00	Current 7/1/2023  Current 7/1/2023	In 2019, Chicago City Council established a city minimum wage to reach \$15 by 2021 for large employers and 2023 for small employers. Beginning on 2022, the minimum wage for large employers will increase according to the U.S. city average CPI-U every year, capped at 2.5%, with the small employer rate joining in 2024. Chicago's tip credit cannot exceed 40% of the regular minimum wage.

## 2022-2023 State Minimum and Tipped Wage Rates

*Current rate and planned increases (Unless otherwise noted)*

STATE/ LOCALITY	TIPPED WAGE	MINIMUM WAGE	EFFECTIVE DATES	NOTES
Cook County, IL	\$7.40 \$8.00	\$13.35 \$13.70	Current 7/1/2023	In 2016, Cook County approved a minimum wage to reach \$13 by 2020, and increase according to the U.S. city average CPI-U every year, capped at 2.5%. If unemployment in the county is 8.5% or greater, the annual increase is postponed.
<b>Indiana</b>	\$2.13	\$7.25	Current	Indiana's minimum wage equals the federal regular minimum wage (\$7.25) and tipped minimum wage (\$2.13).
<b>Iowa</b>	\$4.35	\$7.25	Current	Iowa's minimum wage equals the federal regular minimum wage (\$7.25). Iowa's tip credit is 40% of the applicable minimum wage.
<b>Kansas</b>	\$2.13	\$7.25	Current	Kansas' minimum wage equals the federal regular minimum wage (\$7.25) and tipped minimum wage (\$2.13).
<b>Kentucky</b>	\$2.13	\$7.25	Current	Kentucky's minimum wage equals the federal regular minimum wage (\$7.25) and tipped minimum wage (\$2.13).
<b>Louisiana</b>	\$2.13	\$7.25	Current	Louisiana has no state minimum wage law, therefore the federal regular minimum wage (\$7.25) and tipped minimum wage (\$2.13) applies.
<b>Maine</b>	\$6.38 \$6.90	\$12.75 \$13.80	Current 1/1/2023	In 2016, Maine lawmakers approved a minimum wage to reach \$12 by 2020, to increase thereafter according to the Northeast Region CPI-W every year, rounded to the nearest \$0.05. The legislature recently reinstated a tip credit which may not exceed 50% of the minimum hourly wage.
Portland, ME	\$6.50 \$7.00 \$7.50	\$13.00 \$14.00 \$15.00	Current 1/1/2023 1/1/2024	In 2020, Portland voters approved a minimum wage to reach \$15 by 2024, and increase thereafter according to the Northeast Region CPI-U. The law also allows a maximum tip credit of 50% of the minimum wage.
Rockland, ME	\$6.50 \$7.00 \$7.50	\$13.00 \$14.00 \$15.00	Current 1/1/2023 1/1/2024	In 2020, Rockland voters approved a minimum wage increase to \$15 by 2024, set to increase thereafter according to the Northeast Region CPI-U every year. This applies to employers of 25 or more employees. Rockland allows a tip credit of no more than half the minimum wage rate.
<b>Maryland</b>	Employers of 15+ \$3.63 \$3.63 \$3.63 \$3.63  Employers of 14 or less \$3.63 \$3.63 \$3.63 \$3.63 \$3.63	Employers of 15+ \$12.50 \$13.25 \$14.00 \$15.00  Employers of 14 or less \$12.20 \$12.80 \$13.40 \$14.00 \$15.00	Current 1/1/2023 1/1/2024 1/1/2025  Current 1/1/2023 1/1/2024 1/1/2025 1/1/2026	In 2019, Maryland approved a minimum wage to reach \$15 by 2025 for large employers and 2026 for smaller employers. The tipped wage will remain frozen at \$3.63.

## 2022-2023 State Minimum and Tipped Wage Rates

*Current rate and planned increases (Unless otherwise noted)*

STATE/ LOCALITY	TIPPED WAGE	MINIMUM WAGE	EFFECTIVE DATES	NOTES
Howard County, MD	Employers of 15+ \$3.63 \$3.63 \$3.63	Employers of 15+ \$14.00 \$15.00 \$16.00	Current 1/1/2023 1/1/2025	In 2021, state lawmakers enacted a minimum wage increase to \$16 per hour by 2026, with more gradual increases for smaller employers and “food service facilities.” This does not apply to employees who receive more than \$30 per month in tips. After reaching \$16, rates will increase according to the U.S. CPI-U annually.
	Employers of 14 or less \$3.63 \$3.63 \$3.63 \$3.63 \$3.63 \$3.63	Employers of 14 or less \$12.50 \$13.25 \$14.00 \$14.75 \$15.50 \$16.00	Current 1/1/2023 1/1/2024 1/1/2025 1/1/2026 7/1/2026	
Montgomery County, MD	Employers of 51+ \$4.00 \$4.00	Employers of 51+ \$15.65 \$16.70	Current 7/1/2023	In 2017, Montgomery County lawmakers approved a minimum wage to reach \$15 by 2021 for large employers, 2023 for mid-sized employers, and 2024 for small employers. Beginning in 2023, the large employer wage will increase every year according to the Washington-Baltimore CPI-W. After reaching \$15, the mid-sized and small employer rates will increase by the CPI-W + 1% until they reach the large employer rate. The tipped minimum wage is frozen at \$4.
	Employers of 11-50 \$4.00 \$4.00	Employers of 11-50 \$14.50 \$15.00	Current 7/1/2023	
	Employers of 10 or less \$4.00 \$4.00 \$4.00	Employers of 10 or less \$14.00 \$14.50 \$15.00	Current 7/1/2023 7/1/2024	
<b>Massachusetts</b>	\$6.15 \$6.75	\$14.25 \$15.00	Current 1/1/2023	In 2018, Massachusetts lawmakers approved a minimum wage to reach \$15 and a tipped minimum wage to reach \$6.75 by 2023.
<b>Michigan</b>	\$3.75 \$3.84 \$3.93 \$4.01 \$4.10 \$4.20 \$4.29 \$4.39 \$4.48 \$4.58	\$9.87 \$10.10 \$10.33 \$10.56 \$10.80 \$11.04 \$11.29 \$11.54 \$11.79 \$12.05	Current 1/1/2023 1/1/2024 1/1/2025 1/1/2026 1/1/2027 1/1/2028 1/1/2029 1/1/2030 1/1/2031	In 2018, Michigan lawmakers approved a minimum wage to reach \$12.05 by 2030 by amending a ballot measure to extend the timeline to reach the \$12.05 mark to 2030 and maintain the state’s tip credit, which was 38% of the applicable minimum wage. In July 2022, a Court of Claims judge voided this amendment action by the legislature, ruling the original \$12 minimum wage provision and phased elimination of the state tip credit must be enacted immediately. A stay until February 2023 ordered by the judge means the effective rate could be even higher given the annual inflation provisions of the measure.
<b>Minnesota</b>	Large employers \$10.33 \$10.59  Small employers \$8.42 \$8.63	Large employers \$10.33 \$10.59  Small employers \$8.42 \$8.63	Current 1/1/2023  Current 1/1/2023	Beginning in 2018, Minnesota increases its minimum wage according to the CPI every year, with a higher rate for employers with more than \$500,000 in gross annual revenue. Minnesota does not allow a tip credit.
Minneapolis, MN	Employers of 101+ \$15.00 \$15.19	Employers of 101+ \$15.00 \$15.19	Current 1/1/2023	In 2017, Minneapolis City Council adopted a minimum wage to reach \$15 for large employers by 2022, and increase thereafter according to the CPI every year. By 2024, minimum wage for small employers will equal that for large businesses.
	Employers of 100 or less \$13.50 \$14.50	Employers of 100 or less \$13.50 \$14.50	Current 7/1/2023	

## 2022-2023 State Minimum and Tipped Wage Rates

Current rate and planned increases (*Unless otherwise noted*)

STATE/ LOCALITY	TIPPED WAGE	MINIMUM WAGE	EFFECTIVE DATES	NOTES
Saint Paul, MN	Employers of 10,001+ \$15.00 \$15.19	Employers of 10,001+ \$15.00 \$15.19	Current 1/1/2023	In 2018, the St. Paul City Council adopted a minimum wage to reach \$15 by 2022 for the “macro” businesses, to be increased according to the US Department of Commerce’s implicit price deflator every year thereafter, becoming the “city rate.” Once each employer tier reaches \$15, they will automatically be required to pay the city rate.
	Employers of 101-10,000 \$13.50 \$15.00	Employers of 101-10,000 \$13.50 \$15.00	Current 7/1/2023	
	Employers of 6-100 \$12.00 \$13.00 \$14.00 \$15.00	Employers of 6-100 \$12.00 \$13.00 \$14.00 \$15.00	Current 7/1/2023 7/1/2024 7/1/2025	
	Employers of 5 or less \$10.75 \$11.50 \$12.25 \$13.25 \$14.25 \$15.00	Employers of 5 or less \$10.75 \$11.50 \$12.25 \$13.25 \$14.25 \$15.00	Current 7/1/2023 7/1/2024 7/1/2025 7/1/2026 7/1/2027	
<b>Mississippi</b>	\$2.13	\$7.25	Current	Mississippi has no state minimum wage law, therefore the federal regular minimum wage (\$7.25) and tipped minimum wage (\$2.13) applies.
<b>Missouri</b>	\$5.58 \$6.00	\$11.15 \$12.00	Current 1/1/2023	In 2018, Missouri voters approved a minimum wage to reach \$12 by 2023. Missouri’s tipped minimum wage is half its regular minimum wage.
<b>Montana</b>	\$9.20 \$9.95	\$9.20 \$9.95	Current 1/1/2023	Montana’s minimum wage increases every year according to the U.S. CPI, and has no tip credit.
<b>Nebraska</b>	\$2.13 \$2.13 \$2.13 \$2.13	\$9.00 \$10.50 \$12.00 \$13.50 \$15.00	Current 1/1/2023 1/1/2024 1/1/2025 1/1/2026	In 2022, voters approved a ballot measure raising the state regular minimum wage up to \$15 by 2026, and annual increases thereafter adjusting for inflation. The tipped minimum wage is frozen at \$2.13.
<b>Nevada</b>	Employers without healthcare \$10.50 \$11.25 \$12.00  Employers with healthcare \$9.50 \$10.25 \$12.00	Employers without healthcare \$10.50 \$11.25 \$12.00  Employers with healthcare \$9.50 \$10.25 \$12.00	Current 7/1/2023 7/1/2024  Current 7/1/2023 7/1/2024	In 2022, voters approved a ballot measure, which will enact a \$12 per hour minimum wage effective July 1, 2024 and will apply to all employees regardless of employer-sponsored health benefits. The measure also eliminated the existing annual inflation adjustments, allowing the state legislature instead to pass new minimum wage laws above the constitutionally mandated minimum wage. Nevada does not allow a tip credit.
<b>New Hampshire</b>	Employers with healthcare \$3.37	Employers with healthcare \$7.25	Current	New Hampshire’s minimum wage equals the federal regular minimum wage (\$7.25). In 2021, New Hampshire lawmakers approved a bill freezing the state tipped wage to \$3.27 per hour, as it previously had to be at least 45% of the regular minimum wage.

## 2022-2023 State Minimum and Tipped Wage Rates

*Current rate and planned increases (Unless otherwise noted)*

STATE/ LOCALITY	TIPPED WAGE	MINIMUM WAGE	EFFECTIVE DATES	NOTES
<b>New Jersey</b>	Employers of 6+ \$5.13 \$5.26 \$5.26  Seasonal employers or employers of 5 or less \$5.26 \$5.26 \$5.26 \$5.26	Employers of 6+ \$13.00 \$14.13 \$15.00  Seasonal employers or employers of 5 or less \$11.90 \$12.93 \$13.50 \$14.30 \$15.00	Current 1/1/2023 1/1/2024  Current 1/1/2023 1/1/2024 1/1/2025 1/1/2026	In 2019, New Jersey approved a minimum wage to reach \$15 and a tipped minimum wage to reach \$5.13 by 2024, with an adjusted schedule for smaller employers. Beginning in 2025, the minimum wage for larger employers will increase according to the U.S. CPI-W.
<b>New Mexico</b>	\$2.80 \$3.00	\$11.50 \$12.00	Current 1/1/2023	In 2019, New Mexico approved a minimum wage to reach \$12 and a tipped minimum wage to reach \$3 by 2023.
Albuquerque, NM	\$6.90 \$7.50	\$11.50 \$12.50	Current 1/1/2023	Beginning in 2014, Albuquerque's minimum wage will increase every year according to the U.S. city average CPI-U, rounded to the nearest 5 cents. The tipped minimum is 60% of the adjusted minimum wage, rounded to the nearest 5 cents.
Bernalillo County, NM	\$2.80 \$3.00	\$11.50 \$12.00	Current 1/1/2023	Bernalillo County's minimum wage ordinance allows for annual adjustments based on the CPI. Since this calculation is not higher than the state minimum wage, the County will likely observe the state rate.
Las Cruces, NM	\$4.60 \$4.78	\$11.50 \$12.00	Current 1/1/2023	In 2020, Las Cruces City Council adopted a minimum wage that would reach \$10.10 by 2019 and increase thereafter according to the U.S. city average CPI-W every year. It also approved a tip credit equal to 40% of the minimum wage.
Santa Fe (city), NM	\$2.80 \$3.04	\$12.95 \$14.03	Current 3/1/2023	In 2014, Santa Fe City Council adopted a minimum wage to increase according to the Western Region CPI-W beginning in 2009. The effective tipped minimum wage is the Santa Fe County rate.
Santa Fe (county), NM	\$3.88 \$4.21	\$12.95 \$14.03	Current 3/1/2023	In 2014, Santa Fe County Commissioners adopted a minimum wage to increase according to the Western Region CPI-W every year. The tipped minimum wage is equal to 30% of the regular minimum wage.
<b>New York</b>	Remainder of state \$8.80 \$9.45  Quick Service Employees \$15.00  Suffolk, Nassau, & Westchester Counties \$10.00	Remainder of state \$13.20 \$14.20  Quick Service Employees \$15.00  Suffolk, Nassau, & Westchester Counties \$15.00	Current 12/31/2022  Current  Current	Beginning in 2021, the New York State general minimum wage will increase according to "economic indices including" the U.S. CPI-U every year until the rate reaches a \$15 minimum wage and a \$10 tipped minimum wage for food service workers. Quick service employees in New York State have a separate minimum wage scale. Suffolk, Nassau, and Westchester Counties' minimum wage will reach \$15 on December 31, 2021 and \$10 for tipped food service employees.
New York City, NY	\$10.00	\$15.00	Current	
<b>North Carolina</b>	\$2.13	\$7.25	Current	North Carolina's minimum wage equals the federal regular minimum wage (\$7.25) and tipped minimum wage (\$2.13).

## 2022-2023 State Minimum and Tipped Wage Rates

*Current rate and planned increases (Unless otherwise noted)*

STATE/ LOCALITY	TIPPED WAGE	MINIMUM WAGE	EFFECTIVE DATES	NOTES
<b>North Dakota</b>	\$4.86	\$7.25	Current	North Dakota's minimum wage equals the federal regular minimum wage (\$7.25) and the tip credit is 33% of the minimum wage.
<b>Ohio</b>	\$4.65 \$5.05	\$9.30 \$10.01	Current 1/1/2023	In 2006, Ohio amended its constitution to increase the minimum wage according to the U.S. CPI-W, rounded to the nearest \$0.05. Ohio's tip credit is 50% of the minimum wage. For businesses with annual gross receipts of \$250,000 or less per year, the federal minimum wage applies.
<b>Oklahoma</b>	\$2.13	\$7.25	Current	Oklahoma's minimum wage equals the federal regular minimum wage (\$7.25) and tipped minimum wage (\$2.13).
<b>Oregon</b>	Standard \$13.50 \$14.20  Non-Urban Counties \$12.50 \$13.20  Portland, OR \$14.75 \$15.45	Standard \$13.50 \$14.20  Non-Urban Counties \$12.50 \$13.20  Portland, OR \$14.75 \$15.45	Current 7/1/2023  Current 7/1/2023  Current 7/1/2023	In 2016, Oregon passed a three-tiered minimum wage, establishing a "standard" rate for the state to increase annually according to the U.S. City Average CPI-U. Oregon has no tip credit.
<b>Pennsylvania</b>	\$2.83	\$7.25	Current	Pennsylvania's minimum wage equals the federal regular minimum wage (\$7.25), while the tipped minimum wage is frozen at \$2.83.
<b>Puerto Rico</b>	\$2.13 \$2.13 \$2.13	\$8.50 \$9.50 \$10.50	Current 7/1/2023 7/1/2024	In 2021, Puerto Rico adopted a minimum wage to reach \$9.50 by 2023, and per a review of economic conditions by the Minimum Wage Evaluation Commission, could reach \$10.50 in 2024.
<b>Rhode Island</b>	\$3.89 \$3.89 \$3.89 \$3.89	\$12.25 \$13.00 \$14.00 \$15.00	Current 1/1/2023 1/1/2024 1/1/2025	In 2021, Rhode Island lawmakers passed a minimum wage increase to \$15 by 2025. The state's tipped minimum wage is \$3.89 per hour.
<b>South Carolina</b>	\$2.13	\$7.25	Current	South Carolina has no state minimum wage law, therefore the federal regular minimum wage (\$7.25) and tipped minimum wage (\$2.13) applies.
<b>South Dakota</b>	\$4.98 \$5.40	\$9.95 \$10.80	Current 1/1/2023	South Dakota's minimum wage increases every year according to the U.S. CPI, rounded to the nearest \$0.05. South Dakota's tip credit is 50% the minimum wage.
<b>Tennessee</b>	\$2.13	\$7.25	Current	Tennessee has no state minimum wage law, therefore the federal regular minimum wage (\$7.25) and tipped minimum wage (\$2.13) applies.
<b>Texas</b>	\$2.13	\$7.25	Current	Texas's minimum wage equals the federal regular minimum wage (\$7.25) and tipped minimum wage (\$2.13).
<b>Utah</b>	\$2.13	\$7.25	Current	Utah's minimum wage equals the federal regular minimum wage (\$7.25) and tipped minimum wage (\$2.13).
<b>Vermont</b>	\$6.28 \$6.59	\$12.55 \$13.18	Current 1/1/2023	Vermont increases its minimum wage every year according to the U.S. City Average CPI-U, capped at 5%.
<b>Virginia</b>	\$2.13 \$2.13 \$2.13 \$2.13	\$11.00 \$12.00 \$13.50* \$15.00*	Current 1/1/2023 1/1/2025 1/1/2026	In 2020, Virginia lawmakers approved a minimum wage to reach \$12 by 2023. *Additional approval by the General Assembly is required to implement the 2025-26 increases. Otherwise, the state minimum wage will be increased after 2023 according to the U.S. CPI-U every year.

## 2022-2023 State Minimum and Tipped Wage Rates

*Current rate and planned increases (Unless otherwise noted)*

STATE/ LOCALITY	TIPPED WAGE	MINIMUM WAGE	EFFECTIVE DATES	NOTES
<b>Virgin Islands</b>	\$4.20	\$10.50	Current	
<b>Washington</b>	\$14.49 \$15.74	\$14.49 \$15.74	Current 1/1/2023	Washington increases its minimum wage according to the U.S. CPI-W every year. The state has no tip credit.
SeaTac, WA	\$17.54 \$19.06	\$17.54 \$19.06	Current 1/1/2023	SeaTac increases its minimum wage according to the U.S. CPI-W every year.
Seattle, WA	Employers of 501+ \$17.27 \$18.69  Employers of 500 or less \$15.75 \$16.50	Employers of 501+ \$17.27 \$18.69  Employers of 500 or less \$17.27 \$18.69	Current 1/1/2023  Current 1/1/2023	Seattle's minimum wage is tiered to include large and small employers as well as employees receiving medical benefits or tips. The minimum wage increases according to the Seattle-Tacoma-Bremerton CPI-W every year.
Tukwila, WA	Employers of 501+ \$14.49 \$18.99  Employers of 500 or less \$14.49 \$16.99	Employers of 501+ \$14.49 \$18.99  Employers of 500 or less \$14.49 \$16.99	Current 7/1/2023  Current 7/1/2023	Voters in Tukwila, WA passed a Initiative Measure 1 on the ballot in 2022 to raise the city's minimum wage in line with SeaTac's in July 2023, and adjust according to inflation based on the Seattle-Tacoma-Bellevue Area CPI-W annually thereafter. Smaller employers will have 2 additional years to reach the standard minimum wage rate, allowed to pay \$1 less than the standard rate in 2024 and equaling the standard rate in 2025.
<b>West Virginia</b>	\$2.62	\$8.75	Current	In 2014, West Virginia enacted an \$8.75 minimum wage, and a 70% tip credit.
<b>Wisconsin</b>	\$2.33	\$7.25	Current	Wisconsin's minimum wage equals the federal regular minimum wage (\$7.25), while the tipped minimum wage is frozen at \$2.33.
<b>Wyoming</b>	\$2.13	\$7.25	Current	Texas's minimum wage equals the federal regular minimum wage (\$7.25) and tipped minimum wage (\$2.13).

Please contact Rebekah Paxton at (202) 463-7650 with questions.