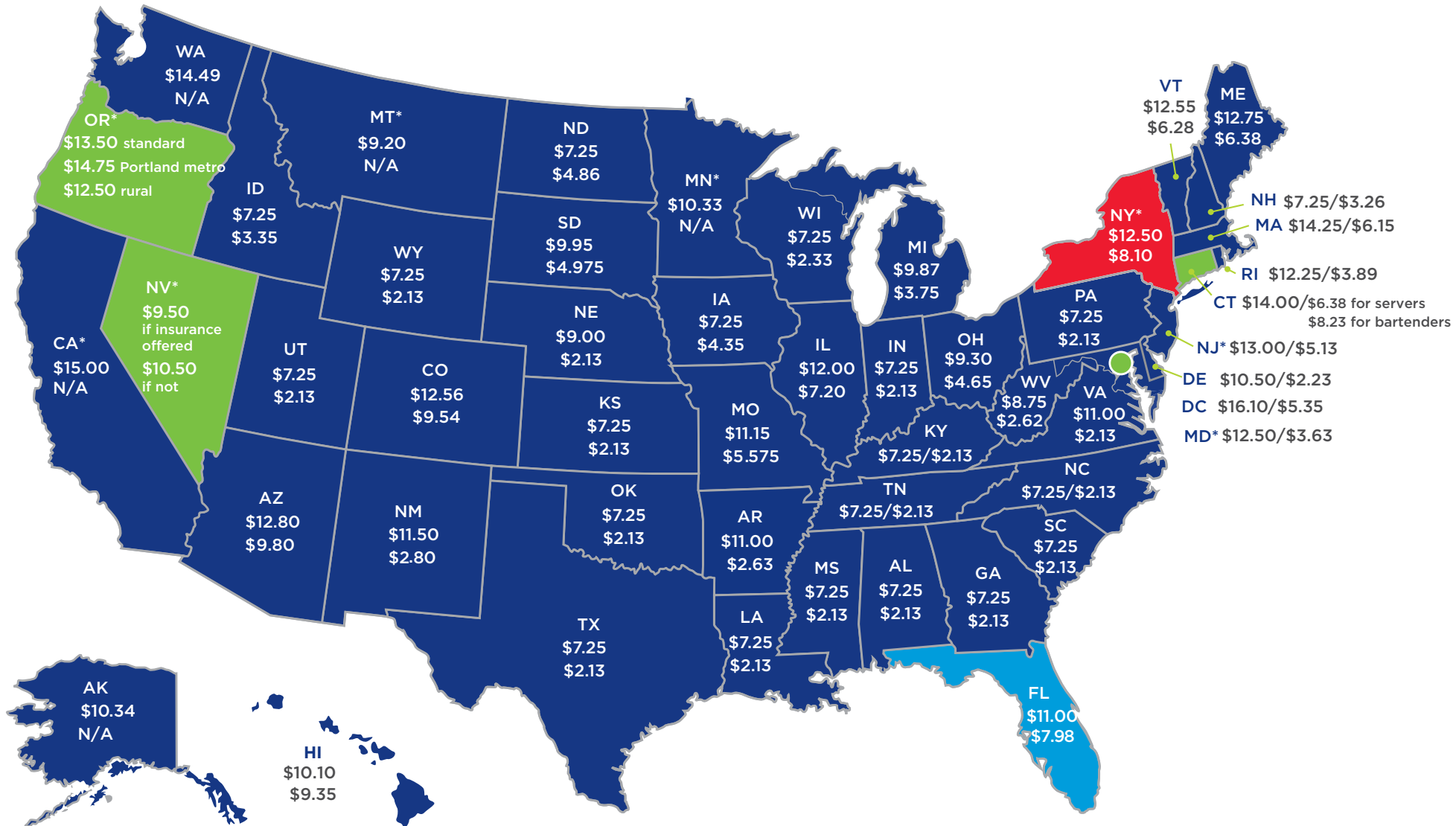


2022 State and Local Minimum Wage Rates



First # = state's hourly minimum wage rate
 Second # = minimum cash wage for tipped employees
 Effective: ■ 7/1/2022 ■ 12/31/2021
■ 9/30/2022 ■ 1/1/2022

* Please see state wage notes on page 3

LOCAL WAGE NOTES

Locality	State	Effective Date	Minimum Wage	Tipped Wage
Flagstaff	AZ	1/1/22	\$15.50	\$13
Tucson	AZ	4/1/22	\$13	\$3
Alameda	CA	7/1/22	\$15.75	N/A
Belmont	CA	1/1/22	\$16.20	N/A
Berkeley	CA	7/1/22	\$16.99	N/A
Burlingame	CA	1/1/22	\$15.60	N/A
Cupertino	CA	1/1/22	\$16.40	N/A
Daly City	CA	1/1/22	\$15.53	N/A
East Palo Alto	CA	1/1/22	\$15.60	N/A
El Cerrito	CA	1/1/22	\$16.37	N/A
Emeryville	CA	7/1/22	17.68	N/A
Foster City	CA	7/1/22	\$15.75	N/A
Fremont	CA	1/1/22	\$16	N/A
Halfmoon Bay	CA	1/1/22	\$15.56	N/A
Hayward	CA	1/1/22	\$15.56	N/A
≥ 26 employees			\$14.52	N/A
≤ 25 employees				
Los Altos	CA	1/1/22	\$16.40	N/A
Los Angeles County	CA	7/1/22	\$15.96	N/A
Los Angeles	CA	7/1/22	\$16.04	N/A
Malibu	CA	7/1/22	\$15.96	N/A
Menlo Park	CA	1/1/22	\$15.75	N/A
Milpitas	CA	7/1/22	\$16.40	N/A
Mountain View	CA	1/1/22	\$17.10	N/A
Novato	CA	1/1/22	\$15.77	N/A
≥ 100 employees			\$15.53	N/A
26-99 Employees			\$15	N/A
≤ 25 employees				
Oakland	CA	1/1/22	\$15.06	N/A
Pasadena	CA	7/1/22	\$16.11	N/A
Palo Alto	CA	1/1/22	\$16.45	N/A
Petaluma	CA	1/1/22	\$15.85	N/A
Redwood City	CA	1/1/22	\$16.20	N/A
Richmond	CA	1/1/22	\$15.54	N/A
San Carlos	CA	1/1/22	\$15.77	N/A
San Diego	CA	1/1/22	\$15	N/A
San Francisco	CA	7/1/22	\$16.99	N/A
San Jose	CA	1/1/22	\$16.20	N/A
San Leandro	CA	1/1/22	\$15	N/A
Santa Clara	CA	1/1/22	\$16.40	N/A

Locality	State	Effective Date	Minimum Wage	Tipped Wage
San Mateo	CA	1/1/22	\$16.20	N/A
Santa Monica	CA	7/1/22	\$15.96	N/A
Santa Rosa	CA	1/1/22	\$15.85	N/A
Sonoma	CA	1/1/22	\$16	N/A
≥ 26 employees			\$15	N/A
≤ 25 employees				
South San Francisco	CA	1/1/22	\$15.80	N/A
Sunnyvale	CA	1/1/22	\$17.10	N/A
West Hollywood	CA	7/1/22	\$16.50	N/A
≥ 50 employees			\$16	N/A
≤ 50 employees				
Denver	CO	1/1/22	\$15.87	\$12.85
Chicago	IL	7/1/22	\$15.40	\$9.24
>20 employees			\$14.50	\$8.40
4-20 employees				
Cook County	IL	7/1/22	\$13.35	\$7.40
Portland	ME	1/12/22	\$13	\$6.50
Rockland	ME	1/1/22	\$14	\$7
Montgomery County	MD	7/1/22	\$15.65	\$4
≥ 51 employees			\$14.50	\$4
≤ 50 employees			\$14	\$4
1-10 employees				
Howard County, MD	MD	4/1/22	\$14	\$3.63
≥ 15 employees			\$12.50	\$3.63
≤ 14 employees				
Prince George's County	MD	1/1/22	\$15	\$4
≥ 50 employees			\$14	\$4
11-50 employees			\$13.50	\$4
≤ 10 employees				
Minneapolis	MN	7/1/22	\$15	N/A
≥ 100 employees			\$13.50	N/A
≤ 100 employees				
Saint Paul	MN	7/1/22	\$13.50	N/A
101-100,000 employees			\$12	N/A
6-100 employees			\$10.75	N/A
1-5 employees				
Albuquerque	NM	1/1/22	\$11.50	\$6.90
Bernalillo County	NM	1/1/22	\$11.50	\$2.80
Las Cruces	NM	1/1/22	\$11.50	\$4.60
Santa Fe	NM	3/1/22	\$12.95	\$2.80

LOCAL WAGE NOTES

Locality	State	Effective Date	Minimum Wage	Tipped Wage	Additional Increase	Minimum Wage	Tip Wage
Santa Fe County	NM	3/1/22	\$12.95	\$3.88			
New York City	NY	12/31/21	\$15	\$10			
Westchester, Nassau, and Suffolk Counties	NY	12/31/21	\$15	\$10			
SeaTac	WA	1/1/22	\$17.53	N/A			
Seattle	WA	1/1/22					
≥ 501 employees in the US			\$17.27	N/A			
≤ 500 employees that don't offer \$2.25 in medical benefits or tips			\$17.27	N/A			
≤ 500 employees that pay \$2.25 an hour towards medical benefits or offer tips			\$15.75	N/A			

STATE WAGE NOTES

As of January 4, 2022

State	CURRENT WAGES			SCHEDULED INCREASES		
	Effective Date	Minimum Wage	Tip Wage	Effective Date	Minimum Wage	Tip Wage
California (≤25 employees)	1/1/22	\$14	N/A			
California (≥26 employees)	1/1/22	\$15	N/A			
Connecticut (for servers)	8/1/21	\$13	\$6.38	7/1/22	\$14	\$6.38
Connecticut (for bartenders)	8/1/21	\$13	\$8.23	7/1/22	\$14	\$8.23
Maryland (≥15 employees)	7/1/21	\$12.50	\$3.63			
Maryland (≤14 employees)	7/1/21	\$12.20	\$3.63			
Minnesota (≤500K in gross sales)	1/1/22	\$8.42	N/A			
Minnesota (≥500K in gross sales)	1/1/22	\$10.33	N/A			
Nevada (No health benefits offered)	7/1/21	\$9.75	N/A	7/1/22	\$10.50	N/A
Nevada (Health benefits offered)	7/1/21	\$8.75	N/A	7/1/22	\$9.50	N/A
New Jersey (≤5 employees or seasonal)	1/1/22	\$11.90	\$5.13			
New Jersey (≥6 full time employees)	1/1/22	\$13	\$5.13			
Oregon (Standard)	7/1/21	\$12.75	N/A	7/1/22	\$13.50	N/A
Oregon (Portland Metro)	7/1/21	\$14	N/A	7/1/22	\$14.75	N/A
Oregon (Rural Counties)	7/1/21	\$12	N/A	7/1/22	\$12.50	N/A
New York (QSR employees outside NYC)	7/1/21	\$15	N/A			
New York	12/31/21	\$12.50	\$8.10			