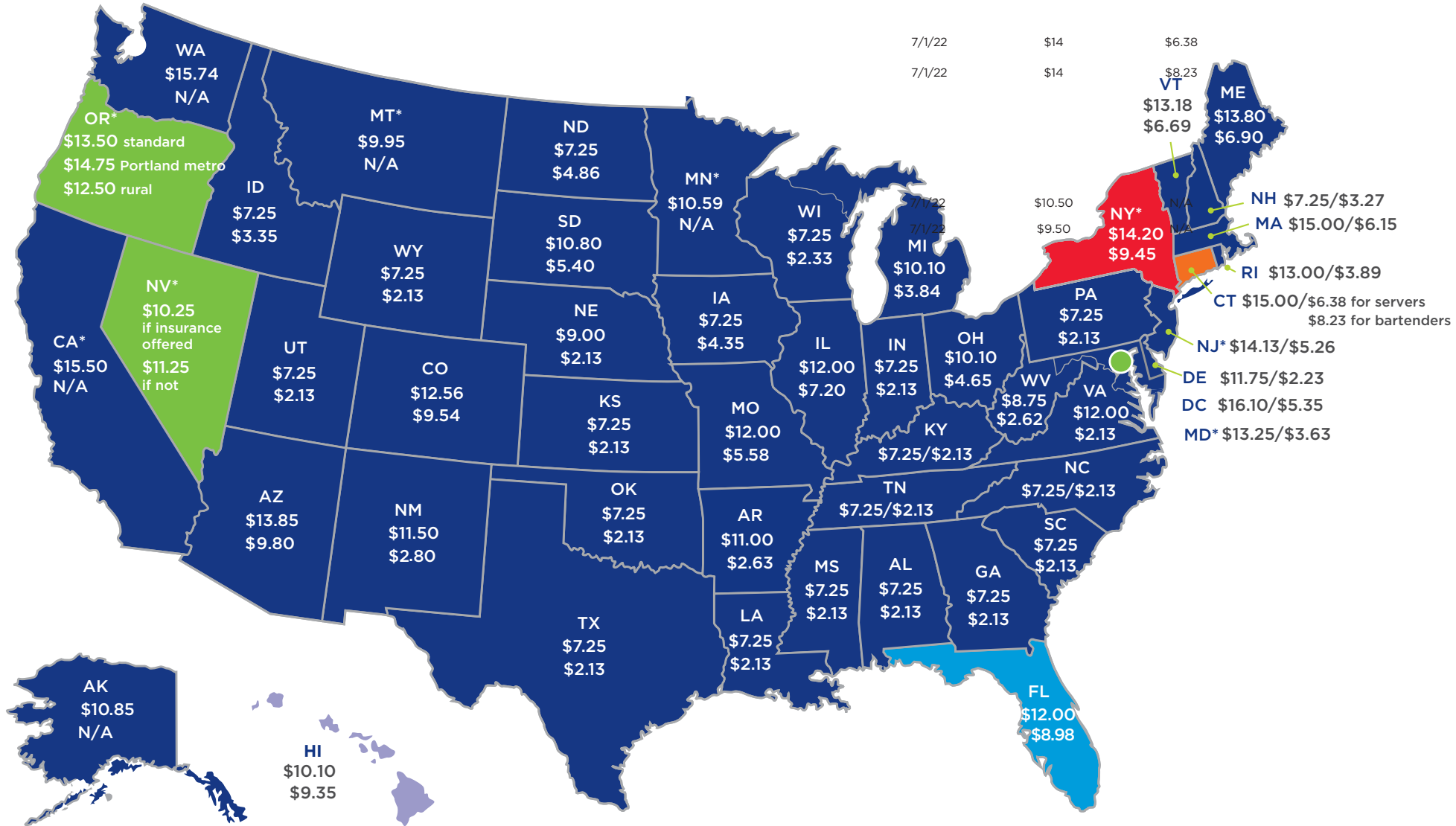


# 2023 State and Local Minimum Wage Rates



**First # = state's hourly minimum wage rate**  
**Second # = minimum cash wage for tipped employees**  
**Effective:**
■ 7/1/2022
 ■ 12/31/2021
 ■ 6/1/2023
 ■ 9/30/2022
 ■ 1/1/2022
 ■ 10/1/2023



\* 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
7/1/22		\$14		\$6.38
Sonoma	CA	1/1/22	\$16	\$8.27
≥ 26 employees	7/1/22	\$14	\$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	7/1/22	\$10.50	\$16	N/A
≤ 50 employees	7/1/22	\$9.50		N/A
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	
<b>Santa Fe County</b>	NM	3/1/22	\$12.95	\$3.88				
<b>New York City</b>	NY	12/31/21	\$15	\$10				
<b>Westchester, Nassau, and Suffolk Counties</b>	NY	12/31/21	\$15	\$10		7/1/22	\$14	\$6.38
<b>SeaTac</b>	WA	1/1/22	\$17.53	N/A		7/1/22	\$14	\$8.23
<b>Seattle</b>	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				
						7/1/22	\$10.50	N/A
						7/1/22	\$9.50	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
<b>California</b> (≤25 employees)	1/1/22	\$14	N/A			
<b>California</b> (≥26 employees)	1/1/22	\$15.50	N/A			
<b>Connecticut</b> (for servers)	7/1/23	\$15	\$6.38	7/1/22	\$14	\$6.38
<b>Connecticut</b> (for bartenders)	7/1/23	\$15	\$8.23	7/1/22	\$14	\$8.23
<b>Maryland</b> ( ≥15 employees)	1/1/23	\$13.25	\$3.63			
<b>Maryland</b> ( ≤14 employees)	1/1/23	\$12.80	\$3.63			
<b>Minnesota</b> ( ≤500K in gross sales)	1/1/22	\$8.42	N/A			
<b>Minnesota</b> ( ≥500K in gross sales)	1/1/22	\$10.33	N/A			
<b>Nevada</b> (No health benefits offered)	7/1/21	\$9.75	N/A	7/1/22	\$10.50	N/A
<b>Nevada</b> (Health benefits offered)	7/1/21	\$8.75	N/A	7/1/22	\$9.50	N/A
<b>New Jersey</b> ( ≤5 employees or seasonal)	1/1/22	\$12.93	\$5.26			
<b>New Jersey</b> ( ≥6 full time employees)	1/1/22	\$14.13	\$5.26			
<b>Oregon</b> (Standard)	7/1/21	\$12.75	N/A	7/1/22	\$13.50	N/A
<b>Oregon</b> (Portland Metro)	7/1/21	\$14.75	N/A	7/1/22	\$14.75	N/A
<b>Oregon</b> (Rural Counties)	7/1/21	\$12.50	N/A	7/1/22	\$12.50	N/A
<b>New York</b> (QSR employees outside NYC)	7/1/22	\$15	N/A			
<b>New York</b>	12/31/23	\$14.20	\$9.45			