

## 2023 U.S. Minimum Wage Chart

Jurisdiction	Minimum Wage <sup>1,2</sup>	Comments
Alabama	No provision.	
Alaska	\$10.85	Indexed to inflation or \$1.00 more than the federal minimum wage, whichever is higher.
Arizona	\$13.85	Adjusts annually on January 1 based on a cost of living formula.
- <i>Flagstaff</i>	\$16.80	Adjusted annually on January 1 based upon cost of living. Applies to employees working at least 25 hours per year in the city.
- <i>Tucson</i>	\$13.85	Increasing to \$14.25 on January 1, 2024, \$15.00 on January 1, 2025, and thereafter adjusting annually on January 1 based upon CPI. Applies to employees that perform at least 5 hours a week in the city.
Arkansas	\$11.00	
California	\$15.50	
- <i>Alameda</i>	\$15.75	Yearly cost of living increases beginning on July 1, 2022 and annually thereafter, but never more than 5%.
- <i>Belmont</i>	\$16.75	Only applies to employers subject to the Belmont Business License Tax or who maintain a facility in Belmont, and to employees who perform at least two hours of work per week in Belmont. Adjusted annually on January 1 in accordance with Bay Area CPI.
- <i>Berkeley</i>	\$16.99	Adjusts annually on July 1 based upon CPI.
- <i>Burlingame</i>	\$16.47	Adjusts annually on January 1 based upon CPI.
- <i>Cupertino</i>	\$17.20	Adjusts annually on January 1 for cost of living.
- <i>Daly City</i>	\$16.07	Adjusts annually on January 1 based upon CPI.
- <i>East Palo Alto</i>	\$16.50	Adjusts annually on January 1 based upon CPI.
- <i>El Cerrito</i>	\$17.35	Adjusts annually on January 1 based upon CPI.

<sup>1</sup> This chart does not include minimum wage rates that are specific to tipped employees, minors, hotel, casino and/or transportation workers, local government contractors or employees or any other category of specialized workers.

<sup>2</sup> Chart is current as of January 1, 2023; rates shown are those in effect as of that date.

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- <i>Emeryville</i>	\$17.68	
- <i>Fremont</i>	\$16.00	Adjusts annually on July 1 based upon CPI.
- <i>Foster City</i>	\$16.50	Adjusts annually on January 1 based upon CPI.
- <i>Half Moon Bay</i>	\$16.45	Adjusts annually on January 1 based upon CPI.
- <i>Hayward</i>	\$16.34 (26+ employees)	For employers of 25 or fewer employees, minimum wage of \$15.50. Beginning on January 1, 2024, adjusts annually on based upon CPI.
- <i>Los Altos</i>	\$17.20	Adjusts annually each January 1 based upon CPI.
- <i>Los Angeles (city and county; county follows large employer scheduled rate)</i>	\$16.04 (city) \$15.96 (county)	Adjusts annually each July 1 based on the CPI for the LA metro area. NOTE: Non-profits may qualify for deferred schedule.
- <i>Malibu</i>	\$15.96	Adjusts annually on January 1 based upon the CPI.
- <i>Menlo Park</i>	\$16.20*	*Applies to employees working more than 2 hours per week. Adjusts annually on January 1 based upon CPI but capped at 3%.
- <i>Milpitas</i>	\$16.40	Adjusts annually on July 1 based upon CPI.
- <i>Mountain View</i>	\$18.15	Adjusts annually on January 1 based upon CPI.
- <i>Novato</i>	\$16.32 (100+ employees)	For employers of 25 or fewer employees, minimum wage of \$15.53. For employers of 26-99 employees, minimum wage of \$16.07. Beginning on January 1, 2023, adjusts annually on January 1 based upon CPI.
- <i>Oakland</i>	\$15.97	Adjusts annually on January 1 based upon the CPI. Applies to any person who performs at least two hours of work within the city in a particular week and is entitled to the state minimum wage.
- <i>Palo Alto</i>	\$17.25	Adjusts annually on January 1 based upon CPI. Applies to employees who work two hours per week within Palo Alto.
- <i>Pasadena</i>	\$16.11	Adjusts annually each July 1 based upon CPI.
- <i>Petaluma</i>	\$17.06	Adjusts annually each January 1 based upon CPI.

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- <i>Redwood City</i>	\$17.00	Adjusts annually on January 1 based upon CPI. Applies to employers that maintain a business facility in Redwood City or are subject to Redwood City's business license requirements; covers employees working two hours or more in a calendar week within Redwood City.
- <i>Richmond</i>	\$16.17	Does not apply to any small business employer who pays for less than 800 hours of employee labor during a given two-week period, including all persons performing work for compensation on a full-time, part-time, or temporary basis. An employer that pays for 800 or more hours of employee labor during any 2-week period at all business locations, whether inside or outside the City of Richmond, shall be deemed to be a covered employer for the entirety of that 2-week period and the remainder of that calendar year quarter. In determining how many hours of employee labor an employer pays for, all labor performed by businesses with substantial overlapping ownership or control shall be aggregated. Lower rate allowed if employer provides medical benefits. Adjusts annually each January 1 for inflation.
- <i>San Carlos</i>	\$16.32	Adjusts annually each January 1 based upon CPI, but capped at 3.5%.
- <i>San Diego</i>	\$16.30	Adjusts annually each January 1 for inflation.
- <i>San Francisco</i>	\$16.99	Adjusts annually each July 1 for inflation. Applies to any person who performs at least two hours of work within the city in a particular week and is entitled to the state minimum wage.
- <i>San Jose</i>	\$17.00	Adjusts annually each January 1 for cost of living, but not to exceed 5%. Applies to any person who performs at least two hours of work within the city in a particular week and is entitled to the state minimum wage.
- <i>San Mateo</i>	\$16.75	Adjusts annually each January 1 based upon CPI. Applies to employers who are subject to the City of San Mateo Business License Tax or who maintain a facility in the City of San Mateo. Different rates for nonprofits.

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- <i>Santa Clara</i>	\$17.20	Adjusts annually each January 1 based upon CPI. Applies to employees who perform at least two hours or more per week of work in Santa Clara.
- <i>Santa Monica</i>	\$15.96	Adjusts annually each July 1 based on CPI. Applies to employees who perform at least two hours or more per week of work in Santa Monica.
- <i>Santa Rosa</i>	\$17.06	Adjusts annually each January 1 for all employers based upon CPI.
- <i>Sonoma</i>	\$17.00 (26+ employees)	For employers of 25 or less employees, minimum wage of \$16.00.  Beginning on January 1, 2024, adjusts annually on January 1 based upon CPI or 3.5%.
- <i>South San Francisco</i>	\$16.70	Adjusts annually on January 1 based upon CPI.
- <i>Sunnyvale</i>	\$17.95	Adjusts annually on January 1 based upon CPI. Applies to employers who are subject to the Sunnyvale Business License Tax or who maintain a facility in Sunnyvale; applies to employees who perform at least two hour of work per week in Sunnyvale.
- <i>West Hollywood</i>	\$17.50 (50+ employees) \$17.00 (1-49 employees)	Increasing to \$17.64 on July 1, 2023 for all employers.
Colorado	\$13.65 <sup>3</sup>	Adjusts annually on January 1 based upon CPI.
- <i>Denver</i>	\$17.29	Adjusts annually on January 1 based upon CPI.
Connecticut	\$14.00	Increasing to \$15.00 on June 1, 2023. Beginning January 1, 2024, the minimum wage is adjusted annually by change in employment cost index.
Delaware	\$11.75	Increasing to \$13.25 on January 1, 2024, and \$15.00 on January 1, 2025.

<sup>3</sup> Rate applies only to retail and service, commercial support service, food and beverage, and health and medical industries.

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District of Columbia	\$16.10	Adjusts annually on July 1 based upon CPI. If rate is set below federal rate, rate is adjusted to equal the federal rate plus \$1.00.
Florida	\$11.00	Increasing to \$12.00 on September 30, 2023, \$13.00 on September 30, 2024, \$14.00 on September 30, 2025, and \$15.00 on September 30, 2026. Annual indexing beginning January 1, 2027.
Georgia	\$5.15	Excludes from coverage any employment subject to FLSA when federal minimum wage is greater than the state rate.
Guam	\$9.25	
Hawaii	\$12.00	Increasing to \$14.00 on January 1, 2024, \$16.00 on January 1, 2026, and \$18.00 on January 1, 2028. Excludes from coverage any employment subject to FLSA when federal minimum wage is greater than the state rate.
Idaho	\$7.25	Tracks federal minimum wage.
Illinois	\$13.00	Increasing to \$14.00 on January 1, 2024, and \$15.00 on January 1, 2025. Limited exceptions; can pay \$0.50 less to certain employees in first 90 days of employment. Does not apply to outside sales employees.
- Chicago	\$15.40 (21+ employees) \$14.50 (4-20 employees)	Applies to all employees who perform at least two hours of work within the city within a two-week period. <i>Must provide notice of current minimum wage with first paycheck including the minimum wage.</i> Adjusts annually on July 1 based upon CPI or 2.5%. For employers with four to 20 employees, minimum wage of \$14.00, increasing to \$15.00 on July 1, 2023.
- Cook County	\$13.35	Adjusts annually on July 1 based upon CPI. Applies to all employees who perform at least two hours of work within the county within a two-week period.
Indiana	\$7.25	

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Iowa	\$7.25	Adopts the federal minimum wage rate by reference if the federal rate is greater than the state rate.
Kansas	\$7.25	Excludes from coverage any employment subject to FLSA when state rate is higher than federal rate.
Kentucky	\$7.25	Adopts the federal minimum wage rate by reference if the federal rate is greater than the state rate.
Louisiana	No provision.	
Maine	\$13.80	Beginning January 1, 2021, adjusts annually on January 1 based upon the CPI. Adopts the federal minimum wage rate by reference if the federal rate is greater than the state rate, except any such increase is limited to no more than \$1.00 per hour above the current legislated state rate.
- <i>Portland</i>	\$14.00	Increasing to \$15.00 on January 1, 2024. Beginning January 1, 2025, adjusts annually on January 1 based upon CPI.
- <i>Rockland</i>	\$14.00	Increasing to \$15.00 on January 1, 2024. Beginning January 1, 2025, adjusts annually on January 1 based upon CPI.
Maryland	\$13.25 (15+ employees)	For employers with 15 or more employees, increasing to \$14.00 on January 1, 2024 and \$15.00 on January 1, 2025. For employers with 14 or fewer employees \$12.80, increasing to \$13.40 on January 1, 2024, \$14.00 on January 1, 2025, \$14.60 on January 1, 2026 and \$15.00 on July 1, 2026.
- <i>Montgomery County</i>	\$15.65 (51+ employees)	For employers with 51 or more employees, adjusts annually on July 1 based upon CPI. For employers with 10 or fewer employees, \$14.00, increasing to \$14.50 on July 1, 2023, \$15.00 on July 1, 2024, and thereafter adjusting annually on July 1 based upon CPI. For employers with 11 to 50 employees, \$14.50, increasing to \$15.00 on July 1, 2023, and thereafter adjusting annually on July 1 based upon CPI.

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- <i>Prince George's County</i>	\$13.25	Applies to all work done by employees in this county.
Massachusetts	\$15.00	Shall never be less than \$.50 higher than federal minimum wage.
Michigan	\$10.10	Note: There is pending litigation that might affect the January 1, 2023 minimum wage increase.
Minnesota	\$10.59	Adjusts annually on January 1 based on a cost of living formula. Rate applies to large employers. (Small employer (annual receipts of less than \$500,000) \$8.63).
- <i>Minneapolis</i>	\$15.00 (101+ employees)	For large employers (101+ employees), increasing to \$15.19 on July 1, 2023. For small employers (1-100 employees), \$13.50, increasing to \$14.50 on July 1, 2023 and on July 1, 2024, an amount equal to that of larger employers (which increases to account for inflation every subsequent January 1).
- <i>Saint Paul</i>	\$15.19 (101-10,000 employees)	For macro businesses (10,000+), \$15.19. For large businesses (101-10,000), increasing to \$15.00 on July 1, 2023. For small businesses (6-100), \$12.00, increasing to \$13.00 on July 1, 2023, \$14.00 on July 1, 2024 and \$15.00 on July 1, 2025. For micro businesses (5 or fewer), \$11.50 increasing to \$12.25 on July 1, 2024, \$13.25 on July 1, 2025, \$14.25 on July 1, 2026 and \$15.00 on July 1, 2027.
Mississippi	No provision.	
Missouri	\$12.00	
Montana	\$9.95	Adjusts annually on January 1 based on a cost of living formula. Rate is \$4.00 for businesses with a gross annual sales of \$110,000 or less.
Nebraska	\$10.50	

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Nevada	\$10.50 (employer not providing health benefits)	For employers providing health benefits, \$10.25 increasing to \$11.00 on July 1, 2024.  For employers not providing health benefits, increasing to \$11.25 on July 1, 2023, and to \$12.00 on July 1, 2024.  Beginning on July 1, 2025, adjusts annually on July 1 based upon CPI.
New Hampshire	\$7.25	Adopts the federal minimum wage rate by reference if the federal rate is greater than the state rate.
New Jersey	\$14.13	Increasing to \$15.00 on January 1, 2024. Beginning January 1, 2025, adjusts annually on January 1 based upon CPI. Small businesses (5 or fewer employees) follow a different schedule. For small businesses \$12.70, increasing to \$13.50 on January 1, 2024, \$14.30 on January 1, 2025, \$15.00 on January 1, 2026, and further increases thereafter.
New Mexico	\$12.00	Applies to covered non-exempt employees.
- <i>Albuquerque</i>	\$12.00	Applies to all employers who are required to have a business license or business registration from Albuquerque; those employers must pay the minimum wage to employees who work within the city for at least two hours per week. \$11.50 rate if the employer provides certain healthcare and/or childcare benefits to the employee. Adjusted annually on January 1 based upon CPI.
- <i>Bernalillo County</i>	\$9.45	Because the county's ordinance is less than what the state requires, state law supersedes the ordinance; therefore, employers should follow state law regarding minimum wage rates.
- <i>Las Cruces</i>	\$12.00	Adopted state's minimum wage but retains its own ordinance rules regarding tipped wages.



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- <i>Santa Fe</i>	\$12.95	Applies to all employers who are required to have a business license or business registration from the city of Santa Fe and nonprofit organizations; those employers must pay the minimum wage to employees for all hours worked within Santa Fe that month. Adjusts annually on March 1 based upon CPI.
- <i>Santa Fe County</i>	\$12.95	Applies to all employers who are required to have a business license or business registration from the county of Santa Fe. Adjusts annually on March 1 based upon CPI.
New York	<p>\$15.00 (employees in NYC)</p> <p>\$15.00 (Nassau, Suffolk, Westchester county)</p> <p>\$14.20 (outside of NYC, Nassau, Suffolk and Westchester counties)</p>	<p>Additional yearly increases to be determined by October 1 of each year.</p> <p><i>NOTE: Rates are different for workers in the fast food industry and tipped workers.</i></p>
North Carolina	\$7.25	
North Dakota	\$7.25	
Northern Mariana Islands	\$7.25	
Ohio	\$10.10	Subject to automatic adjustment each January 1 based on Constitutional amendment. \$7.25 for employers grossing \$342,000 or less.
Oklahoma	\$7.25	Adopts the federal minimum wage rate. Employers with gross annual sales of less than \$100,000 and fewer than 10 employees, rate of \$2.00. Excludes from coverage any employment subject to FLSA.

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Oregon	\$13.50*	<p>*Standard minimum wage rate (see below for other rates).</p> <p>Beginning on July 1, 2023, adjusts annually on July 1 based upon CPI.</p> <p>\$12.50 for employers in certain non-urban counties and \$1.00 less than the standard minimum wage beginning July 1, 2023 and thereafter.</p> <p>For employees that do not work at a fixed site, the employer can either track and pay the applicable hours and rate of each region where the employee works, or choose to pay the highest rate applicable for all hours worked. For details on each region see <a href="http://www.oregon.gov/boli/WHD/OMW/Pages/Minimum-Wage-Rate-Summary.aspx">here: <u>http://www.oregon.gov/boli/WHD/OMW/Pages/Minimum-Wage-Rate-Summary.aspx</u></a>.</p>
- <i>Portland</i>	\$14.75	Increases to \$1.25 over the standard minimum wage beginning July 1, 2023 and thereafter.
Pennsylvania	\$7.25	Increases with federal minimum wage.
Puerto Rico	\$8.50	Increases to \$9.50 on July 1, 2023. Potentially increases \$10.50 on July 1, 2024 (this increase is subject to approval by the territory's Minimum Wage Evaluation Committee).
Rhode Island	\$13.00	Increases to \$14.00 on January 1, 2024 and \$15.00 on January 1, 2025.
South Carolina	No provision.	
South Dakota	\$10.80	Adjusts annually on January 1 based upon CPI.
Tennessee	No provision.	
Texas	\$7.25	Excludes from coverage any employment subject to FLSA. Adopts the federal minimum wage rate.
Utah	\$7.25	Excludes from coverage any employment subject to FLSA. Adopts the federal minimum wage rate.
Vermont	\$13.18	Adjusts annually each January 1 based upon CPI or 5%, whichever is smaller. Adopts the federal minimum wage rate by reference if the federal rate is greater than the state rate.
Virgin Islands	\$10.50	

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Virginia	\$12.00	Increases to \$13.50 on January 1, 2025 and \$15.00 on January 1, 2026.
Washington	\$15.74	Adjusts annually on January 1 based upon CPI.
- <i>Seattle</i>	\$18.69	Employers of 501+ employees, rate is regardless of provision of medical benefits. Employers of 1-499 employees can meet the \$17.27 rate requirement by paying no less than \$16.50 per hour in wages and contributing at least \$2.19 per hour toward an employee's health benefits and/or reported tips. Adjusts annually each January 1 for inflation.
- <i>SeaTac</i>	\$19.06	Applies only to employees in the hospitality and transportation industry, see SeaTac Municipal Code Section 7.45.
West Virginia	\$8.75	Companies with less than 6 employees is federal minimum wage (\$7.25).
Wisconsin	\$7.25	
Wyoming	\$7.25	