



# CURRENT AND FUTURE STATE WAGE RATES

FOR STATE MINIMUM WAGE AND TIPPED EMPLOYEES

December 2021

## 2021-2022 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	\$10.34	Current	Alaska voters passed a ballot initiative in 2014 that requires the rate to be adjusted annually for inflation according to the Urban Alaska CPI-U. The Alaska Department of Labor announced that because the CPI-U fell in 2020, the minimum wage would be unchanged in 2022.
<b>Arizona</b>	\$9.15 \$9.80	\$12.15 \$12.80	Current 1/1/2022	In 2016, Arizona voters approved a ballot initiative 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	\$12.00 \$13.00	\$15.00 \$15.50	Current 1/1/2022	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 regular minimum wage.
Tucson, AZ	\$9.15 \$10.00 \$10.50 \$11.25 \$12.00	\$12.15 \$13.00 \$13.50 \$14.25 \$15.00	Current 4/1/2022 1/1/2023 1/1/2024 1/1/2025	Currently, Tucson's \$12 minimum wage in 2020 is superseded by the state minimum wage. In 2021, voters approved a ballot initiative to reach a \$15 minimum wage by 2025, which thereafter will be indexed according to inflation every year, rounded to the nearest \$0.05. Tucson allows the state tip credit of \$3.00.
<b>Arkansas</b>	\$2.63	\$11.00	Current	In 2018, Arkansas 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.

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 2020.

## 2021-2022 State Minimum and Tipped Wage Rates

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

STATE/ LOCALITY	TIPPED WAGE	MINIMUM WAGE	EFFECTIVE DATES	NOTES
<b>California</b>	<b>Employers of 26+</b> \$14.00 \$15.00  <b>Employers of 25 or less</b> \$13.00 \$14.00 \$15.00	<b>Employers of 26+</b> \$14.00 \$15.00  <b>Employers of 25 or less</b> \$13.00 \$14.00 \$15.00	<b>Employers of 26+</b> Current 1/1/2022  <b>Employers of 25 or less</b> Current 1/1/2022 1/1/2023	California's state minimum wage has increased annually to reach \$15 by 2022 for employers with more than 25 employees. Employers with 25 or fewer employees have one additional year to comply. California allows no tip credit. After the state minimum wage reaches \$15 for all employees, it will be increased according to the U.S. CPI-W, capped at 3.5%.
Alameda, CA	\$15.00 \$15.75*	\$15.00 \$15.75*	Current 7/1/2022	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%. *Calculated based on CPI change from October 2020-2021, capped at 5%, subject to change.
Belmont, CA	\$15.90 \$16.20	\$15.90 \$16.20	Current 1/1/2022	Beginning in January 2022, the city minimum wage will increase according to the San Francisco-Oakland-San Jose CPI or a successor index, capped at 3.5%.
Berkeley, CA	\$16.32 \$17.16*	\$16.32 \$17.16*	Current 7/1/2022	Since 2019, the city minimum wage increases annually according to the San Francisco-Oakland-San Jose CPI or a successor index. *Calculated based on CPI change from October 2020-2021, subject to change.
Burlingame, CA	\$15.00 \$15.60	\$15.00 \$15.60	Current 1/1/2022	In 2020, businesses with 26 or more employees paid a \$13 minimum wage, while businesses with 25 or fewer employees paid \$12. 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 or a successor index starting in 2022.
Cupertino, CA	\$15.65 \$16.40	\$15.65 \$16.40	Current 1/1/2022	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 or a successor index every year, rounded to the nearest \$0.05.
Daly City, CA	\$15.00 \$15.53	\$15.00 \$15.53	Current 1/1/2022	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 or a successor index every year.
East Palo Alto, CA	\$15.00 \$15.60	\$15.00 \$15.60	Current 1/1/2022	Beginning in 2020, Palo Alto set the minimum wage to \$15 per hour, to increase according to the San Francisco-Oakland-San Jose CPI or a successor index every year, rounded to the nearest \$0.05.
El Cerrito, CA	\$15.61 \$16.37	\$15.61 \$16.37	Current 1/1/2022	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 or a successor index every year.

## 2021-2022 State Minimum and Tipped Wage Rates

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

STATE/ LOCALITY	TIPPED WAGE	MINIMUM WAGE	EFFECTIVE DATES	NOTES
Emeryville, CA	\$17.13 \$17.64*	\$17.13 \$17.64*	Current 7/1/2022	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. *Calculated based on CPI change from October 2020-2021 and capped at 3%, subject to change.
Fremont, CA	<b>Employers of 26+</b> \$15.25 \$16.05*  <b>Employers of 25 or less</b> \$15.00 \$16.05*	<b>Employers of 26+</b> \$15.25 \$16.05*  <b>Employers of 25 or less</b> \$15.00 \$16.05*	<b>Employers of 26+</b> Current 7/1/2022  <b>Employers of 25 or less</b> Current 7/1/2022	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. *Calculated based on CPI change from October 2020-2021, rounded to the nearest \$0.05, subject to change.
Half Moon Bay, CA	\$15.00 \$15.56	\$15.00 \$15.56	Current 1/1/2022	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 or a successor index every year.
Hayward, CA	<b>Employers of 26+</b> \$15.00 \$15.56  <b>Employers of 25 or less</b> \$14.00 \$14.52 \$15.00	<b>Employers of 26+</b> \$15.00 \$15.56  <b>Employers of 25 or less</b> \$14.00 \$14.52 \$15.00	<b>Employers of 26+</b> Current 1/1/2022  <b>Employers of 25 or less</b> Current 1/1/2022 1/1/2023	The increases for large and small employers were delayed to January 1, 2021 due to the pandemic. For large employers, Hayward will raise the minimum wage by the CPI-W for the San Francisco-Oakland-Hayward region, beginning in 2022. For smaller employers, Hayward will raise the minimum wage by the CPI in 2022, and then raise it again to \$15 in 2023.
Los Altos, CA	\$15.65 \$16.40	\$15.65 \$16.40	Current 1/1/2022	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	\$15.00 \$15.84*	\$15.00 \$15.84*	Current 7/1/2022	In 2016, the city enacted a minimum wage increase to \$15 by 2020 for large employers, and 2021 for small employers. Beginning July 1, 2022 the minimum wage will increase every year for all employers according to the Los Angeles-Riverside-Orange County CPI-W. *Calculated based on CPI change of the successor index from October 2020-2021, subject to change.
Los Angeles (county), CA	\$15.00 \$15.84*	\$15.00 \$15.84*	Current 7/1/2022	Los Angeles County passed an identical minimum wage to the city, and as of July 2021 both large and small employers are subject to the same \$15 minimum wage. Beginning July 1, 2022, the county will increase the minimum wage every year according to the Los Angeles-Riverside-Orange County CPI-W. *Calculated based on CPI change of the successor index from October 2020-2021, subject to change.

## 2021-2022 State Minimum and Tipped Wage Rates

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

STATE/ LOCALITY	TIPPED WAGE	MINIMUM WAGE	EFFECTIVE DATES	NOTES
Malibu, CA	\$15.00 \$15.84*	\$15.00 \$15.84*	Current 7/1/2022	In 2016, the Malibu City Council voted to raise the minimum wage to \$15 for businesses with more than 25 employees by 2020 and smaller businesses by 2021. Beginning in January 2022, the wage will increase thereafter according to the Los Angeles-Riverside-Orange County CPI-W every year. <i>*Calculated based on CPI change of the successor index from October 2020-2021, subject to change.</i>
Menlo Park, CA	\$15.25 \$15.75	\$15.25 \$15.75	Current 1/1/2022	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	\$15.65 \$16.43*	\$15.65 \$16.43*	Current 7/1/2022	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. <i>*Calculated based on CPI change from October 2020-2021, capped at 5%, subject to change.</i>
Mountain View, CA	\$16.30 \$17.10	\$16.30 \$17.10	Current 1/1/2022	In 2015, the Mountain View City Council adopted a city minimum wage to reach \$15 by 2018, and increase thereafter according to the San Francisco-Oakland-San Jose CPI-W or a successor index, rounded to the nearest \$0.05.
Novato, CA	<b>Employers of 100+</b> \$15.24 \$15.77  <b>Employers of 26-99</b> \$15.00 \$15.53  <b>Employers or 25 or less</b> \$14.00 \$15.00	<b>Employers of 100+</b> \$15.24 \$15.77  <b>Employers of 26-99</b> \$15.00 \$15.53  <b>Employers or 25 or less</b> \$14.00 \$15.00	<b>Employers of 100+</b> Current 1/1/2022  <b>Employers of 26-99</b> Current 1/1/2022  <b>Employers or 25 or less</b> Current 1/1/2022	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. Once the minimum wage reaches \$15 per hour, the minimum wage will increase every year according to the San Francisco-Oakland-Hayward CPI-W or a successor index, capped at 3.5%.
Oakland, CA	\$14.36 \$15.06	\$14.36 \$15.06	Current 1/1/2022	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.
Pasadena, CA	\$15.00 \$15.80*	\$15.00 \$15.80*	Current 7/1/2022	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. <i>*Calculated based on CPI change of the successor index from October 2020-2021, subject to change.</i>

## 2021-2022 State Minimum and Tipped Wage Rates

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

STATE/ LOCALITY	TIPPED WAGE	MINIMUM WAGE	EFFECTIVE DATES	NOTES
Palo Alto, CA	\$15.65 \$16.45	\$15.65 \$16.45	Current 1/1/2022	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 or a successor index every year, capped at 5% and rounded to the nearest \$0.05.
Petaluma, CA	\$15.20 \$15.85	\$15.20 \$15.85	Current 1/1/2022	In 2019, the Petaluma City Council voted to increase the minimum wage \$15 per hour starting in 2020 for large businesses (26 or more employees), and will then enact the rate citywide a year later in 2021. Beginning in January 2022, the minimum wage will increase according to the San Francisco-Oakland-San Jose CPI-W or a successor index.
Redwood City, CA	\$15.62 \$16.20	\$15.62 \$16.20	Current 1/1/2022	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 or a successor index every year.
Richmond, CA	\$15.21 \$15.54	\$15.21 \$15.54	Current 1/1/2022	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 or a successor index every year. The minimum wage ordinance allows employers who pay toward an employee medical benefits plan to pay \$1.50 less than the stated wage.
San Carlos, CA	\$15.24 \$15.77	\$15.24 \$15.77	Current 1/1/2022	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 or a successor index every year, capped at 3.5%.
San Diego, CA	\$14.00 \$15.00	\$14.00 \$15.00	Current 1/1/2022	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. Beginning in 2019, the state minimum wage became binding.
San Francisco, CA	\$16.32 \$17.16*	\$16.32 \$17.16*	Current 7/1/2022	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 or a successor index every year. <i>*Calculated based on CPI change from October 2020-2021, subject to change.</i>
South San Francisco, CA	\$15.25 \$15.80	\$15.25 \$15.80	Current 1/1/2022	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 or a successor index.
San Jose, CA	\$15.45 \$16.20	\$15.45 \$16.20	Current 1/1/2022	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 or a successor index, capped at 5%, and rounded to the nearest \$0.05.



## 2021-2022 State Minimum and Tipped Wage Rates

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

STATE/ LOCALITY	TIPPED WAGE	MINIMUM WAGE	EFFECTIVE DATES	NOTES
San Leandro, CA	\$15.00	\$15.00	Current	In 2017, San Leandro City Council approved a minimum wage increase to reach \$15 by 2020.
San Mateo, CA	\$15.62 \$16.20	\$15.62 \$16.20	Current 1/1/2022	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 or a successor index.
Santa Clara, CA	\$15.65 \$16.40	\$15.65 \$16.40	Current 1/1/2022	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 or a successor index every year, capped at 5%, rounded to the nearest \$0.05.
Santa Monica, CA	\$15.00 \$15.84*	\$15.00 \$15.84*	Current 7/1/2022	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. *Calculated based on CPI change of the successor index from October 2020-2021, subject to change.
Santa Rosa, CA	\$15.20 \$15.85	\$15.20 \$15.85	Current 1/1/2022	In 2019, the Santa Rosa City Council voted to raise the city minimum wage to \$15 for large employers in 2020 and in 2021 for small employers. Beginning in 2022, the minimum wage would increase for all employers every year thereafter according to the San Francisco-Oakland-San Jose CPI-W or a successor index.
Sonoma, CA	<b>Employers of 26+</b> \$15.00 \$16.00 \$17.00  <b>Employers of 25 or less</b> \$14.00 \$15.00 \$16.00	<b>Employers of 26+</b> \$15.00 \$16.00 \$17.00  <b>Employers of 25 or less</b> \$14.00 \$15.00 \$16.00	<b>Employers of 26+</b> Current 1/1/2022 1/1/2023  <b>Employers of 25 or less</b> Current 1/1/2022 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	\$16.30 \$17.10	\$16.30 \$17.10	Current 1/1/2022	In 2014, the Sunnyvale City Council adopted a minimum wage to reach \$15 by 2018, and increase thereafter according to the San Francisco-Oakland-Hayward CPI-W, capped at 5%, and rounded to the nearest \$0.05 every year.

## 2021-2022 State Minimum and Tipped Wage Rates

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

STATE/ LOCALITY	TIPPED WAGE	MINIMUM WAGE	EFFECTIVE DATES	NOTES
West Hollywood, CA	<b>Hotel employees</b> \$14.00 \$17.64 \$18.77*	<b>Hotel employees</b> \$14.00 \$17.64 \$18.77*	<b>Hotel employees</b> Current 1/1/2022 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 CPI. <i>*Projected by the city.</i>
	<b>Employers of 50+</b> \$14.00 \$15.50 \$16.50 \$17.50 \$18.77*	<b>Employers of 50+</b> \$14.00 \$15.50 \$16.50 \$17.50 \$18.77*	<b>Employers of 50+</b> Current 1/1/2022 7/1/2022 1/1/2023 7/1/2023	
	<b>Employers of 49 or less</b> \$14.00 \$15.00 \$16.00 \$17.00 \$18.77*	<b>Employers of 49 or less</b> \$14.00 \$15.00 \$16.00 \$17.00 \$18.77*	<b>Employers of 49 or less</b> Current 1/1/2022 7/1/2022 1/1/2023 7/1/2023	
<b>Colorado</b>	\$9.30 \$9.54	\$12.32 \$12.56	Current 1/1/2022	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.
Denver, CO	\$11.75 \$12.85	\$14.77 \$15.87	Current 1/1/2022	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 or a successor index.
<b>Connecticut</b>	\$6.38 \$6.38 \$6.38	\$13.00 \$14.00 \$15.00	Current 7/1/2022 6/1/2023	In May 2019, Connecticut's 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	\$9.25 \$10.50 \$11.75 \$13.25 \$15.00	Current 1/1/2022 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 minimum wage at \$2.23.
<b>District of Columbia</b>	\$5.05 \$5.30*	\$15.20 \$15.90*	Current 7/1/2022	Beginning in 2021, the District of Columbia's minimum wage is set to increase every year according to the Washington metro CPI-U, rounded to the nearest \$0.05. <i>*Calculated based on the CPI change from September 2020-2021, rounded, and subject to change.</i>
<b>Florida</b>	\$6.98 \$7.98 \$8.98 \$9.98 \$10.98 \$11.98	\$10.00 \$11.00 \$12.00 \$13.00 \$14.00 \$15.00	Current 9/30/2022 9/30/2023 9/30/2024 9/30/2025 9/30/2026	In 2020, voters approved a minimum wage to reach \$15 by 2026. On January 1, 2021 the minimum wage rose to \$8.65 per the increase in the Consumer Price Index for the South Region. On September 30, 2021, the wage will be raised to \$10. Florida's tip credit is \$3.02.

## 2021-2022 State Minimum and Tipped Wage Rates

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

STATE/ LOCALITY	TIPPED WAGE	MINIMUM WAGE	EFFECTIVE DATES	NOTES
<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 minimum wage (\$2.13) applies.
<b>Hawaii</b>	\$9.35	\$10.10	Current	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.
<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>	\$6.60 \$7.20 \$7.80 \$8.40 \$9.00	\$11.00 \$12.00 \$13.00 \$14.00 \$15.00	Current 1/1/2022 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	<b>Employers of 21+</b> \$9.00 \$9.23*  <b>Employers of 4-20</b> \$8.40 \$8.70 \$9.00	<b>Employers of 21+</b> \$15.00 \$15.38*  <b>Employers of 4-20</b> \$14.00 \$14.50 \$15.00	<b>Employers of 21+</b> Current 7/1/2022  <b>Employers of 4-20</b> Current 7/1/2022 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. *Calculated based on CPI change from October 2020-2021, capped at 2.5%, subject to change.
Cook County, IL	\$6.60 \$7.20	\$13.00 \$13.33*	Current 7/1/2022	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, which occurred in 2021. *Calculated based on CPI change from October 2020-2021, capped at 2.5%, and subject to change.
<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.



## 2021-2022 State Minimum and Tipped Wage Rates

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

STATE/ LOCALITY	TIPPED WAGE	MINIMUM WAGE	EFFECTIVE DATES	NOTES
<b>Maine</b>	\$6.08 \$6.38	\$12.15 \$12.75	Current 1/1/2022	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	\$6.08 \$6.50 \$7.00 \$7.50	\$12.15 \$13.00 \$14.00 \$15.00	Current 1/1/2022 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	\$6.08 \$6.50 \$7.00 \$7.50	\$12.15 \$13.00 \$14.00 \$15.00	Current 1/1/2022 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>	<b>Employers of 15+</b> \$3.63 \$3.63 \$3.63 \$3.63  <b>Employers of 14 or less</b> \$3.63 \$3.63 \$3.63 \$3.63 \$3.63	<b>Employers of 15+</b> \$11.75 \$12.50 \$13.25 \$14.00 \$15.00  <b>Employers of 14 or less</b> \$11.60 \$12.20 \$12.80 \$13.40 \$14.00 \$15.00	<b>Employers of 15+</b> Current 1/1/2022 1/1/2023 1/1/2024 1/1/2025  <b>Employers of 14 or less</b> Current 1/1/2022 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 minimum wage will remain frozen at \$3.63, but with the addition of tips, employees must earn at least the state minimum wage per hour.
Montgomery County, MD	<b>Employers of 51+</b> \$4.00 \$4.00  <b>Employers of 11-50</b> \$4.00 \$4.00 \$4.00  <b>Employers of 10 or less</b> \$4.00 \$4.00 \$4.00 \$4.00	<b>Employers of 51+</b> \$15.00 \$15.73*  <b>Employers of 11-50</b> \$14.00 \$14.50 \$15.00  <b>Employers of 10 or less</b> \$13.50 \$14.00 \$14.50 \$15.00	<b>Employers of 51+</b> Current 7/1/2022  <b>Employers of 11-50</b> Current 7/1/2022 7/1/2023  <b>Employers of 10 or less</b> Current 7/1/2022 7/1/2023 7/1/2024	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. *Calculated based on CPI change of successor index from September 2020-2021, subject to change.
<b>Massachusetts</b>	\$5.55 \$6.15 \$6.75	\$13.50 \$14.25 \$15.00	Current 1/1/2022 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.

## 2021-2022 State Minimum and Tipped Wage Rates

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

STATE/ LOCALITY	TIPPED WAGE	MINIMUM WAGE	EFFECTIVE DATES	NOTES
<b>Michigan</b>	\$3.67 \$3.75 \$3.84 \$3.93 \$4.01 \$4.10 \$4.20 \$4.29 \$4.39 \$4.48 \$4.58	\$9.65 \$9.87 \$10.10 \$10.33 \$10.56 \$10.80 \$11.04 \$11.29 \$11.54 \$11.79 \$12.05	Current 1/1/2022 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. A planned increase will be delayed if Michigan's unemployment rate is 8.5% or greater, as was the case in 2021. Therefore, the planned 2021 increase will occur in 2022. Michigan's tipped minimum wage is 38% of the applicable minimum wage.
<b>Minnesota</b>	<b>Large Employers</b> \$10.08 \$10.33  <b>Small Employers</b> \$8.21 \$8.42	<b>Large Employers</b> \$10.08 \$10.33  <b>Small Employers</b> \$8.21 \$8.42	<b>Large Employers</b> Current 1/1/2022  <b>Small Employers</b> Current 1/1/2022	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	<b>Employers of 101+</b> \$14.25 \$15.00  <b>Employers of 100 or less</b> \$12.50 \$13.50 \$14.50	<b>Employers of 101+</b> \$14.25 \$15.00  <b>Employers of 100 or less</b> \$12.50 \$13.50 \$14.50	<b>Employers of 101+</b> Current 1/1/2022  <b>Employers of 100 or less</b> Current 1/1/2022 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.
Saint Paul, MN	<b>Employers of 10,001+</b> \$12.50 \$15.00  <b>Employers of 101-10,000</b> \$12.50 \$13.50 \$15.00  <b>Employers of 6-100</b> \$11.00 \$12.00 \$13.00 \$14.00 \$15.00  <b>Employers of 5 or less</b> \$10.00 \$10.75 \$11.50 \$12.25 \$13.25 \$14.25 \$15.00	<b>Employers of 10,001+</b> \$12.50 \$15.00  <b>Employers of 101-10,000</b> \$12.50 \$13.50 \$15.00  <b>Employers of 6-100</b> \$11.00 \$12.00 \$13.00 \$14.00 \$15.00  <b>Employers of 5 or less</b> \$10.00 \$10.75 \$11.50 \$12.25 \$13.25 \$14.25 \$15.00	<b>Employers of 10,001+</b> Current 7/1/2022  <b>Employers of 101-10,000</b> Current 7/1/2022 7/1/2023  <b>Employers of 6-100</b> Current 7/1/2022 7/1/2023 7/1/2024 7/1/2025  <b>Employers of 5 or less</b> Current 7/1/2022 7/1/2023 7/1/2024 7/1/2025 7/1/2026 7/1/2027	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.

## 2021-2022 State Minimum and Tipped Wage Rates

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

STATE/ LOCALITY	TIPPED WAGE	MINIMUM WAGE	EFFECTIVE DATES	NOTES
<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>	\$5.15 \$5.58 \$6.00	\$10.30 \$11.15 \$12.00	Current 1/1/2022 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>	\$8.75 \$9.20	\$8.75 \$9.20	Current 1/1/2022	Montana's minimum wage increases every year according to the U.S. CPI, and has no tip credit.
<b>Nebraska</b>	\$2.13	\$9.00	Current	Nebraska's minimum wage reached \$9 per hour in 2016, and the tipped minimum wage is frozen at \$2.13
<b>Nevada</b>	\$9.75 \$10.50 \$11.25 \$12.00	\$9.75 \$10.50 \$11.25 \$12.00	Current 7/1/2022 7/1/2023 7/1/2024	In 2019, Nevada's governor approved an increase in the state's minimum wage to \$12 by 2024, with a \$1 lower rate for those employers providing health benefits to their employees. Nevada does not allow for a tip credit. If voters approve Assembly Joint Resolution 10 on the 2022 ballot, the \$12 per hour minimum wage in 2024 will apply to all employees regardless of health benefits.
<b>New Hampshire</b>	\$3.27	\$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 minimum wage to \$3.27 per hour, as it previously had to be at least 45% of the regular minimum wage.
<b>New Jersey</b>	<b>Employers of 6+</b> \$4.13 \$5.13 \$5.13 \$5.13  <b>Employers of 5 or less</b> \$4.13 \$5.13 \$5.13 \$5.13 \$5.13	<b>Employers of 6+</b> \$12.00 \$13.00 \$14.00 \$15.00  <b>Employers of 5 or less</b> \$11.10 \$11.90 \$12.70 \$13.50 \$14.30 \$15.00	<b>Employers of 6+</b> Current 1/1/2022 1/1/2023 1/1/2024  <b>Employers of 5 or less</b> Current 1/1/2022 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>	\$2.55 \$2.80 \$3.00	\$10.50 \$11.50 \$12.00	Current 1/1/2022 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	\$6.30 \$6.90	\$10.50 \$11.50	Current 1/1/2022	Beginning in 2014, the 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.

## 2021-2022 State Minimum and Tipped Wage Rates

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

STATE/ LOCALITY	TIPPED WAGE	MINIMUM WAGE	EFFECTIVE DATES	NOTES
Bernalillo County, NM	\$2.13	\$9.35	Current	Beginning in 2015, Bernalillo County began increasing its minimum wage according to the U.S. CPI every year, rounded to the nearest \$0.05. The county has not yet announced an adjusted rate for January 2022, but it is unlikely to supersede the state rate, in which case the state's 2022 regular and tipped minimum wages apply.
Las Cruces, NM	\$4.20 \$4.60	\$10.50 \$11.50	Current 1/1/2022	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	\$2.55 \$2.90 \$2.90	\$12.32 \$12.32 \$13.12*	Current 1/1/22 3/1/22	In 2014, Santa Fe City Council adopted a minimum wage to increase according to the Western Region CPI-W beginning in 2009. <i>*Calculated based on CPI change from October 2020-2021, subject to change.</i>
Santa Fe (county), NM	\$3.69 \$3.93*	\$12.32 \$13.12*	Current 3/1/2022	In 2014, Santa Fe County Commissioners adopted a minimum wage to increase according to the Western Region CPI-W every year. <i>*Calculated based on CPI change from October 2020-2021, subject to change.</i>
<b>New York</b>	<b>Remainder of state</b> \$8.35 \$8.80  <b>Quick Service Employees</b> \$15.00  <b>Suffolk, Nassau, &amp; Westchester Counties</b> \$9.35 \$10.00	<b>Remainder of state</b> \$12.50 \$13.20  <b>Quick Service Employees</b> \$15.00  <b>Suffolk, Nassau, &amp; Westchester Counties</b> \$14.00 \$15.00	<b>Remainder of state</b> Current 12/31/2021  <b>Quick Service Employees</b> Current  <b>Suffolk, Nassau, &amp; Westchester Counties</b> Current 12/31/2021	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).
<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>	\$4.40 \$4.65	\$8.80 \$9.30	Current 1/1/2022	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. Annual increases based on change in the CPI-W U.S., city average, rounded to the nearest 5 cents.

## 2021-2022 State Minimum and Tipped Wage Rates

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

STATE/ LOCALITY	TIPPED WAGE	MINIMUM WAGE	EFFECTIVE DATES	NOTES
<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>	<b>Standard</b> \$12.75 \$13.50  <b>Portland metro</b> \$14.00 \$14.75  <b>Non-Urban Counties</b> \$12.00 \$12.50	<b>Standard</b> \$12.75 \$13.50  <b>Portland metro</b> \$14.00 \$14.75  <b>Non-Urban Counties</b> \$12.00 \$12.50	<b>Standard</b> Current 7/1/2022  <b>Portland metro</b> Current 7/1/2022  <b>Non-Urban Counties</b> Current 7/1/2022	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. Employers in the Portland Metro area started paying \$1 over the standard in 2017, while those in the "non urban" counties will pay 25 cents less than the standard. 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 \$2.13	\$7.25 \$8.50 \$9.50 \$10.50	Current 1/1/2022 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 \$3.89	\$11.50 \$12.25 \$13.00 \$14.00 \$15.00	Current 1/1/2022 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>	\$4.73 \$4.98	\$9.45 \$9.95	Current 1/1/2022	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>	\$5.88 \$6.28	\$11.75 \$12.55	Current 1/1/2022	Vermont increases its minimum wage according to the U.S. City Average CPI-U, capped at 5%.



## 2021-2022 State Minimum and Tipped Wage Rates

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

STATE/ LOCALITY	TIPPED WAGE	MINIMUM WAGE	EFFECTIVE DATES	NOTES
<b>Virginia</b>	\$2.13 \$2.13 \$2.13 \$2.13 \$2.13	\$9.50 \$11.00 \$12.00 \$13.50 \$15.00	Current 1/1/2022 1/1/2023 1/1/2025 1/1/2026	In 2020, Virginia lawmakers approved a minimum wage to reach \$12 by 2023, and \$15 by 2026 pending additional approval by the General Assembly in 2024. Otherwise, the state minimum wage will be increased after 2023 according to the U.S. CPI-U every year.
<b>U.S. Virgin Islands</b>	\$4.20	\$10.50	Current	In 2016, Washington voters approved a ballot initiative to increase the minimum wage to \$13.50 by 2020. Now, Washington increases its minimum wage according to the U.S. CPI-W each year. Washington has no tip credit.
<b>Washington</b>	\$13.69 \$14.49	\$13.69 \$14.49	Current 1/1/2022	In 2016, Washington voters approved a ballot initiative to increase the minimum wage to \$13.50 by 2020. Now, Washington increases its minimum wage according to the U.S. CPI-W each year. Washington has no tip credit.
SeaTac, WA	\$16.57 \$17.54	\$16.57 \$17.54	Current 1/1/2022	SeaTac increases its minimum wage for hospitality and transportation employees according to the U.S. CPI-W every year.
Seattle, WA	<b>Employers of 501+</b> \$16.69 \$17.27  <b>Employers of 500 or less</b> \$15.00 \$15.75	<b>Employers of 501+</b> \$16.69 \$17.27  <b>Employers of 500 or less</b> \$16.69 \$17.27	<b>Employers of 501+</b> Current 1/1/2022  <b>Employers of 500 or less</b> Current 1/1/2022	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.
<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	Wyoming's minimum wage equals the federal regular minimum wage (\$7.25) and tipped minimum wage (\$2.13).