

# CURRENT AND FUTURE STATE WAGE RATES

FOR STATE MINIMUM WAGE AND TIPPED EMPLOYEES

## 2023-2024 State Minimum and Tipped Wage Rates

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

STATE/ LOCALITY	EFFECTIVE DATES	TIPPED WAGE	MINIMUM WAGE	NOTES
Alabama	Current	\$2.13	\$7.25	Alabama has no state minimum wage law, therefore the federal regular minimum wage (\$7.25) and tipped minimum wage (\$2.13) applies.
Alaska	Current 1/1/24	\$10.85 \$11.73	\$10.85 \$11.73	Voters passed a ballot initiative in 2014 that requires the rate to be adjusted annually for inflation according to the Urban Alaska CPI-U.
Arizona	Current 1/1/24	\$10.85 \$11.35	\$13.85 \$14.35	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	Current 1/1/24	\$14.80 \$15.90	\$16.80 \$17.40	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	Current 1/1/24 1/1/25	\$10.50 \$11.25 \$12.00	\$13.50 \$14.25 \$15.00	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 2024 increase was projected to be up to \$14.25 per hour for Tucson, state minimum wage will supersede the city rate.

## 2023-2024 State Minimum and Tipped Wage Rates

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

STATE/ LOCALITY	EFFECTIVE DATES	TIPPED WAGE	MINIMUM WAGE	NOTES
<b>Arkansas</b>	Current	\$2.63	\$11.00	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>	<p>All employees Current 1/1/24</p> <p>Fast food employees Current 1/1/24</p> <p>Healthcare workers TBD</p>	<p>All employees \$15.50 \$16.00</p> <p>Fast food employees \$15.50 \$20.00</p>	<p>All employees \$15.50 \$16.00</p> <p>Fast food employees \$15.50 \$20.00</p> <p>Healthcare workers \$25.00</p>	California increases its minimum wage annually according to the U.S. CPI-W capped at an increase of 3.5%. California allows no tip credit. In 2023, Governor Gavin Newsom signed an amended version of the Fast Food Franchisors Responsibility Act which enacted a \$20 minimum wage for fast food employees. Newsom also signed a \$25 minimum wage for healthcare sector employees, scheduled differently for different facility types.
Alameda, CA	Current 7/1/24	\$16.52 \$17.00	\$16.52 \$17.00	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	Current 1/1/24	\$16.75 \$17.35	\$16.75 \$17.35	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	Current 7/1/24	\$18.07 \$18.67	\$18.07 \$18.67	Since 2019, the minimum wage increases annually according to the San Francisco-Oakland-San Jose CPI or a successor index).
Burlingame, CA	Current 1/1/24	\$16.47 \$17.03	\$16.47 \$17.03	Starting in 2021, all businesses regardless of size 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	Current 1/1/24	\$17.20 \$17.75	\$17.20 \$17.75	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	Current 1/1/24	\$16.07 \$16.62	\$16.07 \$16.62	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.

## 2023-2024 State Minimum and Tipped Wage Rates

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

STATE/ LOCALITY	EFFECTIVE DATES	TIPPED WAGE	MINIMUM WAGE	NOTES
East Palo Alto, CA	Current 1/1/24	\$16.45 \$17.00	\$16.45 \$17.00	Palo Alto increases the minimum wage according to the San Francisco-Oakland-San Jose CPI every year, rounded to the nearest \$0.05.
El Cerrito, CA	Current 1/1/24	\$17.35 \$17.92	\$17.35 \$17.92	El Cerrito increases the minimum wage according to the San Francisco-Oakland-San Jose CPI every year.
Emeryville, CA	Current 7/1/24	\$18.67 \$19.36	\$18.67 \$19.36	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.
Foster City, CA	Current 1/1/24	\$16.50 \$17.00	\$16.50 \$17.00	In 2022, the City Council voted to raise the city minimum wage to \$16.50 in 2023, and increase it thereafter according to the San Francisco-Oakland-Hayward, CA CPI-U every year.
Fremont, CA	Current 7/1/24	\$16.80 \$17.30	\$16.80 \$17.30	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.
Half Moon Bay, CA	Current 1/1/24	\$16.45 \$17.01	\$16.45 \$17.01	Beginning in 2022, all employers regardless of size pay the same minimum wage rate, which increases according to the San Francisco-Oakland-San Jose CPI every year.
Hayward, CA	Employers of 26+ Current 1/1/24  Employers of 25 or less Current 1/1/24	Employers of 26+ \$16.34 \$16.90  Employers of 25 or less \$15.50 \$16.00	Employers of 26+ \$16.34 \$16.90  Employers of 25 or less \$15.50 \$16.00	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, capped at 5%.
Inglewood, CA	Healthcare employers Current	Healthcare employers \$25.00	Healthcare employers \$25.00	Voters approved a 2022 ballot measure to raise the minimum wage for private healthcare employees to \$25 in 2023, to be adjusted according to the Los Angeles-Long Beach-Anaheim CPI-W annually thereafter. The law is currently subject to a lawsuit, which may affect future requirements.

## 2023-2024 State Minimum and Tipped Wage Rates

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

STATE/ LOCALITY	EFFECTIVE DATES	TIPPED WAGE	MINIMUM WAGE	NOTES
Long Beach, CA	Hotel employees Current 1/1/24	Hotel employees \$17.55 \$23.00	Hotel employees \$17.55 \$23.00	Long Beach has enacted its own ordinance setting a minimum wage rate for hotel employees.
Los Altos, CA	Current 1/1/24	\$17.20 \$17.75	\$17.20 \$17.75	Los Altos increases the minimum wage according to the San Francisco-Oakland-San Jose CPI-W, rounded to the nearest \$0.05.
Los Angeles (city), CA	Current 7/1/24  Hotel employees Current 7/1/24	\$16.78 \$17.28  Hotel employees \$19.73 \$20.32	\$16.78 \$17.28  Hotel employees \$19.73 \$20.32	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 has a separate ordinance applying to hotels with 60 or more rooms.
Los Angeles (county), CA	Current 7/1/24	\$16.90 \$17.27	\$16.90 \$17.27	Los Angeles County passed an identical minimum wage to the city, and beginning July 1, 2022, the county will increase the minimum wage every year according to the Los Angeles-Riverside-Orange County CPI-W.
Malibu, CA	Current 7/1/24	\$16.90 \$17.27	\$16.90 \$17.27	Beginning in January 2022, the wage will be increased according to the Los Angeles-Riverside-Orange County CPI-W.
Menlo Park, CA	Current 1/1/24	\$16.20 \$16.70	\$16.20 \$16.70	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	Current 7/1/24	\$17.20 \$17.70	\$17.20 \$17.70	Beginning in 2020, the minimum wage will increase every year according to the San Francisco-Oakland-San Jose CPI-W or successor, capped at 5%, rounded to the nearest \$0.05.
Mountain View, CA	Current 1/1/24	\$18.15 \$18.75	\$18.15 \$18.75	Beginning in 2020, the minimum wage will increase every year according to the San Francisco-Oakland-San Jose CPI-W or its successor index, rounded to the nearest \$0.05.

## 2023-2024 State Minimum and Tipped Wage Rates

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

STATE/ LOCALITY	EFFECTIVE DATES	TIPPED WAGE	MINIMUM WAGE	NOTES
Novato, CA	<p>Employers of 100+ Current 1/1/24</p> <p>Employers of 26-99 Current 1/1/24</p> <p>Employers or 25 or less Current 1/1/24</p>	<p>Employers of 100+ \$16.32 \$16.86</p> <p>Employers of 26-99 \$16.07 \$16.60</p> <p>Employers or 25 or less \$15.53 \$16.04</p>	<p>Employers of 100+ \$16.32 \$16.86</p> <p>Employers of 26-99 \$16.07 \$16.60</p> <p>Employers or 25 or less \$15.53 \$16.04</p>	Beginning in 2020, the minimum wage will increase every year according to the San Francisco-Oakland-Hayward CPI-W or its successor index, capped at 3.5%.
Oakland, CA	<p>All employees Current 1/1/24</p> <p>Hotel employees w/ health benefits Current 1/1/24</p> <p>Hotel employees w/o health benefits Current 1/1/24</p>	<p>All employees \$15.97 \$16.50</p> <p>Hotel employees w/ health benefits \$17.37 \$17.94</p> <p>Hotel employees w/o health benefits \$23.15 \$23.91</p>	<p>All employees \$15.97 \$16.50</p> <p>Hotel employees w/ health benefits \$17.37 \$17.94</p> <p>Hotel employees w/o health benefits \$23.15 \$23.91</p>	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 depending on employer-provided health benefits.
Pasadena, CA	Current 7/1/24	\$16.93 \$17.50	\$16.93 \$17.50	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	Current 1/1/24	\$17.25 \$17.80	\$17.25 \$17.80	Beginning in 2020, the minimum wage will increase every year according to the San Francisco-Oakland-San Jose CPI-W, capped at 5% and rounded to the nearest \$0.05.
Petaluma, CA	Current 1/1/24	\$17.06 \$17.45	\$17.06 \$17.45	Beginning in January 2022, the minimum wage will increase according to the San Francisco-Oakland-San Jose CPI-W.
Redwood City, CA	Current 1/1/24	\$17.00 \$17.70	\$17.00 \$17.70	Beginning in 2021, the minimum wage will increase every year according to the San Francisco-Oakland-San Jose CPI-W, capped at 5% and rounded to the nearest \$0.05.

## 2023-2024 State Minimum and Tipped Wage Rates

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

STATE/ LOCALITY	EFFECTIVE DATES	TIPPED WAGE	MINIMUM WAGE	NOTES
Richmond, CA	Current 1/1/24	\$16.17 \$17.20	\$16.17 \$17.20	Beginning in 2020, the minimum wage will increase every year according to the San Francisco-Oakland-San Jose CPI-W. 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	Current 1/1/24	\$16.32 \$16.87	\$16.32 \$16.87	Beginning in 2022, the minimum wage will increase every year according to the San Francisco-Oakland-San Jose CPI, capped at 3.5%.
San Diego, CA	Current 1/1/24	\$16.30 \$16.85	\$16.30 \$16.85	Beginning in 2018, the minimum wage will increase every year according to the U.S. City CPI-W.
San Francisco, CA	Current 7/1/24	\$18.07 \$18.67	\$18.07 \$18.67	Beginning in 2019, the minimum wage will increase every year according to the San Francisco-Oakland-San Jose CPI-W.
South San Francisco, CA	Current 1/1/24	\$16.70 \$17.25	\$16.70 \$17.25	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.
San Jose, CA	Current 1/1/24	\$17.00 \$17.55	\$17.00 \$17.55	Beginning in 2020, the minimum wage will increase every year according to the San Francisco-Oakland-San Jose CPI-W, capped at 5%, and rounded to the nearest \$0.05.
San Leandro, CA	Current	\$15.50 \$16.00	\$15.50 \$16.00	As of January 1, 2023, the city's minimum wage was determined by the State of California.
San Mateo (city), CA	Current 1/1/24	\$16.75 \$17.35	\$16.75 \$17.35	Beginning in 2021, the minimum wage for all employers will increase every year according to the San Francisco-Oakland-San Jose CPI, capped at 3.5%.
San Mateo (county), CA	Current 1/1/24	\$16.50 \$17.06	\$16.50 \$17.06	Beginning in 2024, unincorporated areas in San Mateo County will increase the minimum wage according to the U.S. CPI-W.
Santa Clara, CA	Current 1/1/24	\$17.20 \$17.75	\$17.20 \$17.75	Beginning in 2020, the minimum wage will increase according to the San Francisco-Oakland-San Jose CPI-W every year, capped at 5%, rounded to the nearest \$0.05.



## 2023-2024 State Minimum and Tipped Wage Rates

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

STATE/ LOCALITY	EFFECTIVE DATES	TIPPED WAGE	MINIMUM WAGE	NOTES
Santa Monica, CA	Current 7/1/24	\$16.90 \$17.27	\$16.90 \$17.27	Beginning in 2022, the minimum wage will increase according to the Los Angeles-Riverside-Orange County CPI-W every year. Beginning in 2023, Santa Monica follows the Los Angeles hotel worker minimum wage for hotel employees.
Santa Rosa, CA	Current 1/1/24	\$17.06 \$17.45	\$17.06 \$17.45	Beginning in 2022, the minimum wage will increase for all employers every year according to the San Francisco-Oakland-San Jose CPI-W.
Sonoma, CA	Employers of 26+ Current 1/1/24  Employers of 25 or less Current 1/1/24	Employers of 26+ \$17.00 \$17.60  Employers of 25 or less \$16.00 \$16.56	Employers of 26+ \$17.00 \$17.60  Employers of 25 or less \$16.00 \$16.56	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, capped at 3.5%.
Sunnyvale, CA	Current 1/1/24	\$17.95 \$18.55	\$17.95 \$18.55	Beginning in 2019, the minimum wage would increase according to the San Francisco-Oakland-Hayward CPI-W, capped at 5%, and rounded to the nearest \$0.05, every year.
West Hollywood, CA	Current 7/1/24	\$19.08 \$19.08	\$19.08 \$19.08	Beginning in July 2023, the minimum wage for all employers will increase every year according to the CPI (not yet established). In April 2024, the City Council voted to delay scheduled increases for July until 2025.
<b>Colorado</b>	Current 1/1/24	\$10.63 \$11.40	\$13.65 \$14.42	Beginning in 2021, the minimum wage will increase according to the Colorado CPI annually. Colorado's tip credit is \$3.02.
Boulder County, CO	Current 1/1/24 1/1/25 1/1/26 1/1/27 1/1/28 1/1/29 1/1/30	\$10.63 \$12.67 \$13.55 \$14.97 \$16.51 \$18.19 \$20.01 \$21.98	\$13.65 \$15.69 \$16.57 \$17.99 \$19.53 \$21.21 \$23.03 \$25.00	In 2023, Boulder County Council passed an ordinance to raise the minimum wage for all unincorporated areas to \$25 per hour by 2030 and index it according to the Denver-Aurora-Lakewood CPI annually thereafter. The ordinance maintains the state \$3.02 tip credit.
Edgewater, CO	Current 1/1/24 1/1/25 1/1/26 1/1/27 1/1/28	\$10.63 \$12.00 \$13.50 \$15.15 \$16.97 \$18.97	\$13.65 \$15.02 \$16.52 \$18.17 \$19.99 \$21.99	In May 2023, the Edgewater City Council approved an ordinance establishing a local minimum wage for Edgewater.

## 2023-2024 State Minimum and Tipped Wage Rates

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

STATE/ LOCALITY	EFFECTIVE DATES	TIPPED WAGE	MINIMUM WAGE	NOTES
Denver, CO	Current 1/1/24	\$14.27 \$15.27	\$17.29 \$18.29	Beginning in 2023, the minimum wage will increase every year according to the Denver-Aurora-Lakewood CPI-W.
Connecticut	Current 1/1/24	\$6.38 \$6.38	\$15.00 \$15.69	Beginning in 2024, the minimum wage will increase every year based on the U.S. Department of Labor's calculation of the employment cost index. The tipped minimum wage for servers is \$6.38 and for bartenders is \$8.23.
Delaware	Current 1/1/24 1/1/25	\$2.23 \$2.23 \$2.23	\$11.75 \$13.25 \$15.00	In 2021, Delaware lawmakers approved a minimum wage to reach \$15 by 2025, but keeps the state tipped wage at \$2.23.
District of Columbia	Current 7/1/24 7/1/25 7/1/26 7/1/27	\$8.00 \$10.00 \$12.00 \$14.00 Regular Minimum Wage	\$17.00 \$17.50	The District of Columbia's minimum wage will 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.
Florida	Current 9/30/24 9/30/25 9/30/26	\$8.98 \$9.98 \$10.98 \$11.98	\$12.00 \$13.00 \$14.00 \$15.00	In 2020, voters approved a minimum wage to reach \$15 by 2026. Florida's tip credit is \$3.02.
Georgia	Current	\$2.13	\$7.25	Georgia's minimum wage law currently stands at \$5.15, therefore the federal regular minimum wage (\$7.25) and tipped wage (\$2.13) applies.
Guam	Current	\$9.25	\$9.25	
Hawaii	Current 1/1/24 1/1/26 1/1/28	\$11.00 \$12.75 \$14.75 \$16.50	\$12.00 \$14.00 \$16.00 \$18.00	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.
Idaho	Current	\$3.35	\$7.25	Idaho's minimum wage equals the federal rate of \$7.25, and the tipped minimum wage is frozen at \$3.35.
Illinois	Current 1/1/24 1/1/25	\$7.80 \$8.40 \$9.00	\$13.00 \$14.00 \$15.00	In 2019, Illinois approved an increase to \$15 per hour by 2025. Illinois' tip credit cannot exceed 40% of the applicable minimum wage.



## 2023-2024 State Minimum and Tipped Wage Rates

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

STATE/ LOCALITY	EFFECTIVE DATES	TIPPED WAGE	MINIMUM WAGE	NOTES
Chicago, IL	Employers of 21+ Current 7/1/24  Employers of 4-20 Current 7/1/24	Employers of 21+ \$9.48 \$11.02  Employers of 4-20 \$9.00 \$11.02	Employers of 21+ \$15.80 \$16.20  Employers of 4-20 \$15.00 \$15.20	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. In 2023, the Chicago City Council passed an ordinance to eliminate the city tip credit by 2028: after July 1, 2024, the tip credit can be 32% of the regular rate; after July 1, 2025, the tip credit can be 24%; after July 1, 2026, the tip credit can be 16%; after July 1, 2027, the tip credit can be 8%; and after July 1, 2028 there will be no allowable tip credit.
Cook County, IL	Current 7/1/24	\$8.00 \$8.40	\$13.70 \$14.05	Beginning in 2020, the minimum wage will 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.
Indiana	Current	\$2.13	\$7.25	Indiana's minimum wage equals the federal regular minimum wage (\$7.25) and tipped minimum wage (\$2.13).
Iowa	Current	\$4.35	\$7.25	Iowa's minimum wage equals the federal regular minimum wage (\$7.25). Iowa's tip credit is 40% of the applicable minimum wage.
Kansas	Current	\$2.13	\$7.25	Kansas' minimum wage equals the federal regular minimum wage (\$7.25) and tipped minimum wage (\$2.13).
Kentucky	Current	\$2.13	\$7.25	Kentucky's minimum wage equals the federal regular minimum wage (\$7.25) and tipped minimum wage (\$2.13).
Louisiana	Current	\$2.13	\$7.25	Louisiana has no state minimum wage law, therefore the federal regular minimum wage (\$7.25) and tipped minimum wage (\$2.13) applies.
Maine	Current 1/1/24	\$6.90 \$7.08	\$13.80 \$14.15	Beginning in 2021, the minimum wage will increase 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	Current 1/1/24	\$7.00 \$7.50	\$14.00 \$15.00	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.

## 2023-2024 State Minimum and Tipped Wage Rates

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

STATE/ LOCALITY	EFFECTIVE DATES	TIPPED WAGE	MINIMUM WAGE	NOTES
Rockland, ME	Current 1/1/24	\$7.00 \$7.50	\$14.00 \$15.00	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.
Maryland	Employers of 15+ Current 1/1/24	Employers of 15+ \$3.63 \$3.63	Employers of 15+ \$13.25 \$15.00	In 2019, Maryland approved a minimum wage to reach \$15 by 2025 for both large and small employers. The tipped wage will remain frozen at \$3.63.
	Employers of 14 or less Current 1/1/24	Employers of 14 or less \$3.63 \$3.63	Employers of 14 or less \$12.80 \$15.00	
Howard County, MD	Employers of 15+ Current 1/1/25	Employers of 15+ \$3.63 \$3.63	Employers of 15+ \$15.00 \$16.00	In 2021, Howard County enacted a minimum wage increase to \$16 per hour by 2026, with more gradual increases for smaller employers. 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. In 2024, the state minimum wage will supersede the county ordinance for small employers.
	Employers of 14 or less Current 1/1/24 1/1/25 1/1/26 7/1/26	Employers of 14 or less \$3.63 \$3.63 \$3.63 \$3.63	Employers of 14 or less \$13.25 \$14.00 \$14.75 \$15.50 \$16.00	
Montgomery County, MD	Employers of 51+ Current 7/1/24	Employers of 51+ \$4.00 \$4.00	Employers of 51+ \$16.70 \$17.15	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 Current 7/1/24	Employers of 11-50 \$4.00 \$4.00	Employers of 11-50 \$15.00 \$15.50	
	Employers of 10 or less Current 7/1/24	Employers of 10 or less \$4.00 \$4.00	Employers of 10 or less \$14.50 \$15.00	
Massachusetts	Current	\$6.75	\$15.00	In 2018, Massachusetts lawmakers approved a minimum wage to reach \$15 and a tipped minimum wage to reach \$6.75 by 2023.

## 2023-2024 State Minimum and Tipped Wage Rates

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

STATE/ LOCALITY	EFFECTIVE DATES	TIPPED WAGE	MINIMUM WAGE	NOTES
<b>Michigan</b>	Current 1/1/24 1/1/25 1/1/26 1/1/27 1/1/28 1/1/29 1/1/30 1/1/31	\$3.84 \$3.93 \$4.01 \$4.10 \$4.20 \$4.29 \$4.39 \$4.48 \$4.58	\$10.10 \$10.33 \$10.56 \$10.80 \$11.04 \$11.29 \$11.54 \$11.79 \$12.05	In 2018, Michigan lawmakers approved a minimum wage to reach \$12.05 by amending a ballot measure to extend the timeline out to 2030 (now 2031 due to the pandemic) and maintain the state's tipped wage, which was 38% of the applicable minimum wage. In July 2022, a Court of Claims judge voided this amendment action by the legislature, which was reversed by an Appeals Court decision. At the time of publication, this measure was before the Michigan Supreme Court.
<b>Minnesota</b>	Large Employers Current 1/1/24  Small Employers Current 1/1/24	Large Employers \$10.59 \$10.85  Small Employers \$8.63 \$8.85	Large Employers \$10.59 \$10.85  Small Employers \$8.63 \$8.85	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.
<b>Minneapolis, MN</b>	Employers of 101+ Current 1/1/24  Employers of 100 or less Current 7/1/24	Employers of 101+ \$15.19 \$15.57  Employers of 100 or less \$14.50 \$15.57	Employers of 101+ \$15.19 \$15.57  Employers of 100 or less \$14.50 \$15.57	In 2017, Minneapolis City Council adopted a minimum wage to reach \$15 for large employers by 2022, to increase thereafter according to the CPI every year. By 2024, minimum wage for small employers will equal that for large businesses.
<b>Saint Paul, MN</b>	Employers of 10,001+ Current 1/1/24  Employers of 101-10,000 Current 7/1/24  Employers of 6-100 Current 7/1/24 7/1/25  Employers of 5 or less Current 7/1/24 7/1/25 7/1/26 7/1/27	Employers of 10,001+ \$15.19 \$15.57  Employers of 101-10,000 \$15.00 \$15.57  Employers of 6-100 \$13.00 \$14.00 \$15.00  Employers of 5 or less \$11.50 \$12.25 \$13.25 \$14.25 \$15.00	Employers of 10,001+ \$15.19 \$15.57  Employers of 101-10,000 \$15.00 \$15.57  Employers of 6-100 \$13.00 \$14.00 \$15.00  Employers of 5 or less \$11.50 \$12.25 \$13.25 \$14.25 \$15.00	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.

## 2023-2024 State Minimum and Tipped Wage Rates

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

STATE/ LOCALITY	EFFECTIVE DATES	TIPPED WAGE	MINIMUM WAGE	NOTES
Mississippi	Current	\$2.13	\$7.25	Mississippi has no state minimum wage law, therefore the federal regular minimum wage (\$7.25) and tipped minimum wage (\$2.13) applies.
Missouri	Current 1/1/24	\$6.00 \$6.15	\$12.00 \$12.30	Beginning in 2024, the minimum wage rate for all employers will increase every year based on the U.S. CPI-W.
Montana	Current 1/1/24	\$9.95 \$10.30	\$9.95 \$10.30	Montana's minimum wage increases every year according to the U.S. CPI, and has no tip credit.
Nebraska	Current 1/1/24 1/1/25 1/1/26	\$2.13 \$2.13 \$2.13 \$2.13	\$10.50 \$12.00 \$13.50 \$15.00	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.
Nevada	Employees without healthcare  Current 7/1/24  Employees with healthcare  Current 7/1/24	Employees without healthcare  \$11.25 \$12.00  Employees with healthcare  \$10.25 \$12.00	Employees without healthcare  \$11.25 \$12.00  Employees with healthcare  \$10.25 \$12.00	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.
New Hampshire	Current	\$3.27	\$7.25	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.
New Jersey	Employers of 6+  Current 1/1/24  Employers of 5 or less  Current 1/1/24  Long term care employees  Current 1/1/24	Employers of 6+  \$5.26 \$5.26  Employers of 5 or less  \$5.26 \$5.26  Long term care employees  Current 1/1/24	Employers of 6+  \$14.13 \$15.13  Employers of 5 or less  \$12.93 \$13.73  Long term care employees  \$17.13 \$18.13	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.

## 2023-2024 State Minimum and Tipped Wage Rates

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

STATE/ LOCALITY	EFFECTIVE DATES	TIPPED WAGE	MINIMUM WAGE	NOTES
<b>New Mexico</b>	Current	\$3.00	\$12.00	In 2019, New Mexico approved a minimum wage to reach \$12 and a tipped minimum wage to reach \$3 by 2023.
Albuquerque, NM	Current	\$7.20	\$12.00	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 \$0.05.
Bernalillo County, NM	Current	\$3.00	\$12.00	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	Current 1/1/24	\$4.78 \$4.95	\$12.00 \$12.36	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	Current 3/1/24	\$3.00 \$3.00	\$14.03 \$14.60	In 2014, Santa Fe City Council adopted a minimum wage to increase according to the Western Region CPI-W beginning in 2009.
Santa Fe (county), NM	Current 3/1/24	\$4.21 \$4.38	\$14.03 \$14.60	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 Current 1/1/24 1/1/25 1/1/26  Quick Service Employees Current  Suffolk, Nassau, & Westchester Counties Current 1/1/24 1/1/25 1/1/26	Remainder of state \$9.45 \$10.00 \$10.35 \$10.70  Quick Service Employees \$15.00  Suffolk, Nassau, & Westchester Counties \$10.00 \$10.65 \$11.00 \$11.35	Remainder of state \$14.20 \$15.00 \$15.50 \$16.00  Quick Service Employees \$15.00  Suffolk, Nassau, & Westchester Counties \$15.00 \$16.00 \$16.50 \$17.00	In 2023, New York approved a budget that included a minimum wage hike up to \$17 per hour in New York City and Suffolk, Nassau, and Westchester counties, and \$16 per hour in the rest of the state, by 2026. The minimum wage will be adjusted for inflation based on the CPI-W of the Northeast region every year thereafter. State law separately regulates the minimum wage for tipped employees.

## 2023-2024 State Minimum and Tipped Wage Rates

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

STATE/ LOCALITY	EFFECTIVE DATES	TIPPED WAGE	MINIMUM WAGE	NOTES
New York City, NY	Current 1/1/24 1/1/25 1/1/26	\$10.00 \$10.65 \$11.00 \$11.35	\$15.00 \$16.00 \$16.50 \$17.00	
<b>North Carolina</b>	Current	\$2.13	\$7.25	North Carolina's minimum wage equals the federal regular minimum wage (\$7.25) and tipped minimum wage (\$2.13).
<b>North Dakota</b>	Current	\$4.86	\$7.25	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>	Current 1/1/24	\$5.05 \$5.25	\$10.10 \$10.45	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>	Current	\$2.13	\$7.25	Oklahoma's minimum wage equals the federal regular minimum wage (\$7.25) and tipped minimum wage (\$2.13).
<b>Oregon (Standard)</b>	Current 7/1/24	\$14.20 \$14.70	\$14.20 \$14.70	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.
Portland, OR	Current 7/1/24	\$15.45 \$15.95	\$15.45 \$15.95	
Oregon (Non- Urban Counties)	Current 7/1/24	\$13.20 \$13.70	\$13.20 \$13.70	
<b>Pennsylvania</b>	Current	\$2.83	\$7.25	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>	Current 7/1/24	\$2.13 \$2.13	\$9.50 \$10.50	In 2021, Puerto Rico adopted a minimum wage to reach \$9.50 by 2023. Puerto Rico's tipped minimum wage is set at \$2.13 per hour. An official review by the newly created Minimum Wage Evaluation Commission approved an additional increase up to \$10.50 per hour in 2024.
<b>Rhode Island</b>	Current 1/1/24 1/1/25	\$3.89 \$3.89 \$3.89	\$13.00 \$14.00 \$15.00	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.



## 2023-2024 State Minimum and Tipped Wage Rates

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

STATE/ LOCALITY	EFFECTIVE DATES	TIPPED WAGE	MINIMUM WAGE	NOTES
<b>South Carolina</b>	Current	\$2.13	\$7.25	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>	Current 1/1/24	\$5.40 \$5.60	\$10.80 \$11.20	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>	Current	\$2.13	\$7.25	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>	Current	\$2.13	\$7.25	Texas's minimum wage equals the federal regular minimum wage (\$7.25) and tipped minimum wage (\$2.13).
<b>Utah</b>	Current	\$2.13	\$7.25	Utah's minimum wage equals the federal regular minimum wage (\$7.25) and tipped minimum wage (\$2.13).
<b>Vermont</b>	Current 1/1/24	\$6.59 \$6.84	\$13.18 \$13.67	Vermont increases its minimum wage every year according to the U.S. City Average CPI-U, capped at 5%.
<b>Virginia</b>	Current	\$2.13	\$12.00	In 2020, Virginia lawmakers approved a minimum wage to reach \$12 by 2023, and future increases to \$13.50 on January 1, 2025 and \$15.00 on January 1, 2026 are contingent on approval by the General Assembly by July 1, 2024.
<b>U.S. Virgin Islands</b>	Current	\$4.20	\$10.50	
<b>Washington</b>	Current 1/1/24	\$15.74 \$16.28	\$15.74 \$16.28	Washington increases its minimum wage according to the U.S. CPI-W each year. The state has no tip credit.
Bellingham, WA	Current 5/1/24	\$15.74 \$17.28	\$15.74 \$17.28	In 2023, Bellingham voters approved a ballot measure to raise the city's minimum wage by \$1 above the state's on May 1, 2024, and \$2 above on May 1, 2025.
Renton, WA	Employers of 501+ Current 7/1/24	Employers of 501+ \$15.74 \$20.29	Employers of 501+ \$15.74 \$20.29	In February 2024, voters in Renton, WA approved a ballot measure that creates an ordinance that will first apply on July 1, 2024, based on the number of employees worldwide. Small employers are subject to the state rate.
	Employers of 15-500 Current 7/1/24	Employers of 15-500 \$15.74 \$18.29	Employers of 15-500 \$15.74 \$18.29	
SeaTac, WA	Current 1/1/24	\$19.06 \$19.71	\$19.06 \$19.71	SeaTac increases its minimum wage according to the U.S. CPI-W every year.

## 2023-2024 State Minimum and Tipped Wage Rates

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

STATE/ LOCALITY	EFFECTIVE DATES	TIPPED WAGE	MINIMUM WAGE	NOTES
Seattle, WA	Employers of 501+ Current 1/1/24	Employers of 501+ \$18.69 \$19.97	Employers of 501+ \$18.69 \$19.97	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.
	Employers of 500 or less Current 1/1/24	Employers of 500 or less \$16.50 \$17.25	Employers of 500 or less \$18.69 \$19.97	
Tacoma, WA	Current	\$12.35	\$12.35	In 2015, voters approved a ballot measure to raise the city's minimum wage to \$12.35 by 2019. Beginning in 2020, the city adheres to the state minimum wage rate.
Tukwila, WA	Employers of 501+ Current 1/1/24	Employers of 501+ \$18.99 \$20.29	Employers of 501+ \$18.99 \$20.29	Voters in Tukwila, WA passed a ballot measure 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. Employers with fewer than 15 employees worldwide and are not associated with a franchisor are subject to the state's minimum wage.
	Employers of 15-500 Current 1/1/24 7/1/24	Employers of 15-500 \$16.99 \$18.29 \$19.29	Employers of 15-500 \$16.99 \$18.29 \$19.29	
	Employers of 14 or less Current 7/1/24	Employers of 14 or less \$15.74 \$16.28	Employers of 14 or less \$15.74 \$16.28	
West Virginia	Current	\$2.62	\$8.75	In 2014, West Virginia enacted an \$8.75 minimum wage, and a 70% tip credit.
Wisconsin	Current	\$2.33	\$7.25	Wisconsin's minimum wage equals the federal regular minimum wage (\$7.25), while the tipped minimum wage is frozen at \$2.33.
Wyoming	Current	\$2.13	\$7.25	Wyoming's minimum wage equals the federal regular minimum wage (\$7.25) and tipped minimum wage (\$2.13).