



EMPLICITY'S 2022 MINIMUM WAGE & GENERAL EMPLOYMENT ORDINANCES E-GUIDE



employee management made simple.

MINIMUM WAGE, PAID SICK LEAVE AND OTHER GENERAL EMPLOYMENT ORDINANCES

STATE	KEY MUNICIPALITIES	MINIMUM WAGE RATE	PAID SICK LEAVE REQUIRED	UPCOMING CHANGES
Federal		• \$7.25		N/A
Alabama		• No state minimum wage (federal rate of \$7.25 typically applies)	No	N/A
Alaska		• \$10.34	No	January 1, 2023, and every January 1 thereafter - Adjusted for inflation
Arizona		• \$12.80	Yes	January 1, 2023, and every January 1 thereafter - Adjusted for inflation
	Flagstaff	• \$15.50	State Law	January 1, 2023, and every January 1 thereafter - Adjusted for inflation
	Tucson	• \$13.00		January 1, 2023 - \$13.50 January 1, 2024 - \$14.25 January 1, 2025 - \$15.00 January 1, 2026, and every January 1 thereafter - Adjusted for inflation
Arkansas		• \$11.00	No	N/A
California		• \$14.00 (small employers) • \$15.00 (large employers)	Yes	January 1, 2023 - \$15.00, but projected to change to \$15.50 (both small employers and large employers) January 1, 2024, and every January 1 thereafter - Adjusted for inflation
	Alameda	• \$15.00	State	July 1, 2022 - \$15.75 July 1, 2023, and every July 1 thereafter - Adjusted for inflation
	Belmont	• \$16.20	State	January 1, 2023, and every January 1 thereafter - Adjusted for inflation
	Berkeley	• \$16.32	Yes CA+	July 1, 2022 - \$16.99 July 1, 2023, and every July 1 thereafter - Adjusted for inflation
	Burlingame	• \$15.60		January 1, 2023, and every January 1 thereafter - Adjusted for inflation

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	Cupertino	• \$16.40	State	January 1, 2023, and every January 1 thereafter - Adjusted for inflation
	Daly City	• \$15.53	State	January 1, 2023, and every January 1 thereafter - Adjusted for inflation
	East Palo Alto	• \$15.60		January 1, 2023, and every January 1 thereafter - Adjusted for inflation
	El Cerrito	• \$16.37	State	January 1, 2023, and every January 1 thereafter - Adjusted for inflation
	Emeryville	• \$17.13	Yes CA+	July 1, 2022 - \$17.68 July 1, 2023, and every July 1 thereafter - Adjusted for inflation
	Foster City	• N/A		July 1, 2022 - \$15.75 January 1, 2023 - \$16.50 January 1, 2024, and every January 1 thereafter - Adjusted for inflation
	Fremont	• \$15.00 (small employers) • \$15.25 (large employers)	State	July 1, 2022 - \$16.00 (both small employers and large employers) July 1, 2023, and every July 1 thereafter - Adjusted for inflation (both small employers and large employers)
	Half Moon Bay	• \$15.56	Yes CA+	January 1, 2023, and every January 1 thereafter - Adjusted for inflation
	Hayward	• \$14.52 (small employers) \$15.56 (large employers)	Yes CA+	January 1, 2023 - \$15.00 (small employers), adjusted for inflation (large employers) January 1, 2024, and every January 1 thereafter - Adjusted for inflation (both small employers and large employers)
	Los Altos	• \$16.40	State	January 1, 2023, and every January 1 thereafter - Adjusted for inflation
	Los Angeles	• \$15.00	Yes CA+	July 1, 2022 - \$16.04 July 1, 2023, and every July 1 thereafter - Adjusted for inflation

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	Los Angeles County	• \$15.00	State	July 1, 2022 - \$15.96 July 1, 2023, and every July 1 thereafter - Adjusted for inflation
	Malibu	• \$15.00	State	July 1, 2022 - \$15.96 July 1, 2023, and every July 1 thereafter - Adjusted for inflation
	Menlo Park	• \$15.75	State	January 1, 2023, and every January 1 thereafter - Adjusted for inflation
	Milpitas	• \$15.65	State	July 1, 2022 - \$16.40 July 1, 2023, and every July 1 thereafter - Adjusted for inflation
	Mountain View	• \$17.10	State	January 1, 2023, and every January 1 thereafter - Adjusted for inflation
	Novato	<ul style="list-style-type: none"> • \$15.00 (small employers) • \$15.53 (large employers) • \$15.77 (very large employers) 	State	January 1, 2023, and every January 1 thereafter - Adjusted for inflation (all employers)
	Oakland	• \$15.06	Yes CA+	January 1, 2023, and every January 1 thereafter - Adjusted for inflation
	Palo Alto	• \$16.45	State	January 1, 2023, and every January 1 thereafter - Adjusted for inflation
	Pasadena	• \$15.00	State	July 1, 2022 - \$16.11 July 1, 2023, and every July 1 thereafter - Adjusted for inflation
	Petaluma	• \$15.85	State	January 1, 2023, and every January 1 thereafter - Adjusted for inflation
	Redwood City	• \$16.20	State	January 1, 2023, and every January 1 thereafter - Adjusted for inflation

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	Richmond	<ul style="list-style-type: none"> \$14.04 (with medical benefits (note: this is less than the state minimum wage of \$15.00 for large employers)) \$15.54 (without medical benefits) 	State	January 1, 2023, and every January 1 thereafter - Adjusted for inflation
	San Carlos	<ul style="list-style-type: none"> \$15.77 		January 1, 2023, and every January 1 thereafter - Adjusted for inflation
	San Diego	<ul style="list-style-type: none"> \$15.00 	Yes CA+	January 1, 2023, and every January 1 thereafter - Adjusted for inflation
	San Francisco	<ul style="list-style-type: none"> \$16.32 	Yes CA+	July 1, 2022 - \$16.99 July 1, 2023, and every July 1 thereafter - Adjusted for inflation
	San Jose	<ul style="list-style-type: none"> \$16.20 	State	January 1, 2023, and every January 1 thereafter - Adjusted for inflation
	San Leandro	<ul style="list-style-type: none"> \$15.00 	State	N/A
	San Mateo	<ul style="list-style-type: none"> \$16.20 	State	January 1, 2023, and every January 1 thereafter - Adjusted for inflation
	Santa Clara	<ul style="list-style-type: none"> \$16.40 	State	January 1, 2023, and every January 1 thereafter - Adjusted for inflation
	Santa Monica	<ul style="list-style-type: none"> \$15.00 	Yes CA+	July 1, 2022 - \$15.96 July 1, 2023, and every July 1 thereafter - Adjusted for inflation
	Santa Rosa	<ul style="list-style-type: none"> \$15.85 	Yes CA+	January 1, 2023, and every January 1 thereafter - Adjusted for inflation
	Sonoma	<ul style="list-style-type: none"> \$15.00 (small employers) \$16.00 (large employers) 	State	January 1, 2023 - \$16.00 (small employers), \$17.00 (large employers) January 1, 2024, and every January 1 thereafter - Adjusted for inflation (both small employers and large employers)

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STATE	KEY MUNICIPALITIES	MINIMUM WAGE RATE	PAID SICK LEAVE REQUIRED	UPCOMING CHANGES
	South San Francisco	• \$15.80	State	January 1, 2023, and every January 1 thereafter - Adjusted for inflation
	Sunnyvale	• \$17.10	State	January 1, 2023, and every January 1 thereafter - Adjusted for inflation
	West Hollywood	• \$15.00 (small employers) • \$15.50 (large employers)		July 1, 2022 - \$16.00 (small employers), \$16.50 (large employers) January 1, 2023 - \$17.00 (small employers), \$17.50 (large employers) July 1, 2023, and every July 1 thereafter - Adjusted for inflation (all employers)
Colorado		• \$12.56	Yes	January 1, 2023, and every January 1 thereafter - Adjusted for inflation
	Denver	• \$15.87	State	January 1, 2023, and every January 1 thereafter - Adjusted for inflation
Connecticut		• \$13.00	Yes	July 1, 2022 - \$14.00 June 1, 2023 - \$15.00 January 1, 2024, and every January 1 thereafter - Adjusted for inflation
Delaware		• \$10.50	No	January 1, 2023 - \$11.75 January 1, 2024 - \$13.25 January 1, 2025 - \$15.00
District of Columbia		• \$15.20	Yes	July 1, 2022 - \$16.10 July 1, 2023, and every July 1 thereafter - Adjusted for inflation
Florida		• \$10.00	No	September 30, 2022 - \$11.00 September 30, 2023 - \$12.00 September 30, 2024 - \$13.00 September 30, 2025 - \$14.00 September 30, 2026 - \$15.00 January 1, 2028, and every January 1 thereafter - Adjusted for inflation
Georgia		• \$5.15 (federal rate of \$7.25 typically applies)	No	N/A

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STATE	KEY MUNICIPALITIES	MINIMUM WAGE RATE	PAID SICK LEAVE REQUIRED	UPCOMING CHANGES
Hawaii		<ul style="list-style-type: none"> \$10.10 	No	N/A
Idaho		<ul style="list-style-type: none"> \$7.25 	No	N/A
Illinois		<ul style="list-style-type: none"> \$12.00 		January 1, 2023 - \$13.00 January 1, 2024 - \$14.00 January 1, 2025 - \$15.00
	Chicago	<ul style="list-style-type: none"> \$14.00 (small employers) \$15.00 (large employers) 	Yes	July 1, 2022 - \$14.50 (small employers), \$15.40 (large employers) July 1, 2023 - \$15.00 (small employers), adjusted for inflation (large employers) July 1, 2024, and every July 1 thereafter - Adjusted for inflation (both small employers and large employers)
	Cook County	<ul style="list-style-type: none"> \$13.00 	No	July 1, 2022 - \$13.35 July 1, 2023, and every July 1 thereafter - Adjusted for inflation
Indiana		<ul style="list-style-type: none"> \$7.25 	No	N/A
Iowa		<ul style="list-style-type: none"> \$7.25 	No	N/A
Kansas		<ul style="list-style-type: none"> \$7.25 	No	N/A
Kentucky		<ul style="list-style-type: none"> \$7.25 	No	N/A
Louisiana		<ul style="list-style-type: none"> No state minimum wage (federal rate of \$7.25 typically applies) 	No	N/A

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STATE	KEY MUNICIPALITIES	MINIMUM WAGE RATE	PAID SICK LEAVE REQUIRED	UPCOMING CHANGES
Maine		<ul style="list-style-type: none"> \$12.75 	No	January 1, 2023, and every January 1 thereafter- adjusted for inflation
	Portland	<ul style="list-style-type: none"> \$13.00 	No	January 1, 2023 - \$14.00 January 1, 2024 - \$15.00 January 1, 2025, and every January 1 thereafter - Adjusted for inflation
	Rockland	<ul style="list-style-type: none"> \$13.00 		January 1, 2023 - \$14.00 January 1, 2024 - \$15.00 January 1, 2025, and every January 1 thereafter - Adjusted for inflation
Maryland		<ul style="list-style-type: none"> \$12.20 (small employers) \$12.50 (large employers) 	No	January 1, 2023 - \$12.80 (small employers), \$13.25 (large employers) January 1, 2024 - \$13.40 (small employers), \$14.00 (large employers) January 1, 2025 - \$14.00 (small employers), \$15.00 (large employers) January 1, 2026 - \$14.60 (small employers), \$15.00 (large employers) July 1, 2026 - \$15.00 (both small employers and large employers)
	Howard County	<ul style="list-style-type: none"> \$12.50 (small employers) \$14.00 (large employers) 	State	January 1, 2023 - \$13.25 (small employers), \$15.00 (large employers) January 1, 2024 - \$14.00 (small employers), remains \$15.00 (large employers) January 1, 2025 - \$14.75 (small employers), \$16.00 (large employers) January 1, 2026 - \$15.50 (small employers), remains \$16.00 (large employers) July 1, 2026 - \$16.00 (small employers), remains \$16.00 (large employers) January 1, 2027 - Adjusted for inflation (both small employers and large employers)
	Montgomery County	<ul style="list-style-type: none"> \$13.50 (small employers) \$14.00 (mid-sized employers) \$15.00 (large employers) 	State	July 1, 2022 - \$14.00 (small employers), \$14.50 (mid-sized employers), \$15.65 (large employers) July 1, 2023 - \$14.50 (small employers), \$15.00 (mid-sized employers), adjusted for inflation (large employers) July 1, 2024 - \$15.00 (small employers), adjusted for inflation (mid-sized employers and large employers) July 1, 2025 - Adjusted for inflation (all employers)
	Prince George's County	<ul style="list-style-type: none"> \$12.20 (small employers) \$12.50 (large employers) 	State	January 1, 2023 - \$12.80 (small employers), \$13.25 (large employers) January 1, 2024 - \$13.40 (small employers), \$14.00 (large employers) January 1, 2025 - \$14.00 (small employers), \$15.00 (large employers) January 1, 2026 - \$14.60 (small employers), \$15.00 (large employers) July 1, 2026 - \$15.00 (both small employers and large employers)
Massachusetts		<ul style="list-style-type: none"> \$14.25 	Yes	January 1, 2023 - \$15.00

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Michigan		<ul style="list-style-type: none"> \$9.87 	No	January 1, 2023 - \$10.10 January 1, 2024 - \$10.33 January 1, 2025 - \$10.56 January 1, 2026 - \$10.80 January 1, 2027 - \$11.04 January 1, 2028 - \$11.29 January 1, 2029 - \$11.54 January 1, 2030 - \$11.79 January 1, 2031 - \$12.05
Minnesota		<ul style="list-style-type: none"> \$8.42 (small employers) \$10.33 (large employers) 	No	January 1, 2023, and every January 1 thereafter - Adjusted for inflation (both small employers and large employers)
	Minneapolis	<ul style="list-style-type: none"> \$12.50 (small employers) \$14.25 (large employers) 	Yes	July 1, 2022 - \$13.50 (small employers), \$15.00 (large employers) January 1, 2023 - Remains \$13.50 (small employers), adjusted for inflation (large employers) July 1, 2023 - \$14.50 (small employers), remains at January 1, 2023, rate (large employers) January 1, 2024 - Remains \$14.50 (small employers), adjusted for inflation (large employers) July 1, 2024 - Matches the January 1, 2024, rate for large employers (small employers), remains at January 1, 2024, rate (large employers) January 1, 2025, and every January 1 thereafter - Adjusted for inflation (small employers and large employers)
	St. Paul	<ul style="list-style-type: none"> \$10.00 (micro employers (note: this is less than the state minimum wage of \$10.33 for large employers)) \$11.00 (small employers) \$12.50 (large employers and macro employers) 	Yes	July 1, 2022 - \$10.75 (micro employers), \$12.00 (small employers), \$13.50 (large employers), \$15.00 (macro employers) January 1, 2023 - Remains \$10.75 (micro employers), remains \$12.00 (small employers), remains \$13.50 (large employers), adjusted for inflation (macro employers) July 1, 2023 - \$11.50 (micro employers), \$13.00 (small employers), \$15.00 (large employers), remains at January 1, 2023, rate (macro employers) January 1, 2024 - remains \$11.50 (micro employers), remains \$13.00 (small employers), remains \$15.00 (large employers), adjusted for inflation (macro employers) July 1, 2024 - \$12.25 (micro employers), \$14.00 (small employers), same as macro employers (large employers), remains at January 1, 2024, rate (macro employers) January 1, 2025 - Remains \$12.25 (micro employers), remains \$14.00 (small employers), same as macro employers (large employers), adjusted for inflation (macro employers) July 1, 2025 - \$13.25 (micro employers), \$15.00 (small employers), same as macro employers (large employers), remains at January 1, 2025, rate (macro employers) January 1, 2026 - Remains \$13.25 (micro employers), remains \$15.00 (small employers), same as macro employers (large employers), adjusted for inflation (macro employers) July 1, 2026 - \$14.25 (micro employers), same as macro employers (small employers and large employers), remains at January 1, 2026, rate (macro employers) January 1, 2027 - Remains \$14.25 (micro employers), same as macro employers (small employers and large employers), adjusted for inflation (macro employers) July 1, 2027 - \$15.00 (micro employers), same as macro employers (small employers and large employers), remains at January 1, 2027, rate (macro employers) January 1, 2028 - Remains \$15.00 (micro employers), same as macro employers (small employers and large employers), adjusted for inflation (macro employers) January 1, 2029, and every January 1 thereafter - Adjusted for inflation (all employers)

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STATE	KEY MUNICIPALITIES	MINIMUM WAGE RATE	PAID SICK LEAVE REQUIRED	UPCOMING CHANGES
Mississippi		<ul style="list-style-type: none"> No state minimum wage (federal rate of \$7.25 typically applies) 	No	N/A
Missouri		<ul style="list-style-type: none"> \$11.15 	No	January 1, 2023 - \$12.00 January 1, 2024, and every January 1 thereafter - Adjusted for inflation
Montana		<ul style="list-style-type: none"> \$9.20 	No	January 1, 2023, and every January 1 thereafter - Adjusted for inflation
Nebraska		<ul style="list-style-type: none"> \$9.00 	No	N/A
Nevada		<ul style="list-style-type: none"> \$8.75 (with health benefits) \$9.75 (without health benefits) 	No	July 1, 2022 - \$9.50 (with health benefits), \$10.50 (without health benefits) July 1, 2023 - \$10.25 (with health benefits), \$11.25 (without health benefits) July 1, 2024 - \$11.00 (with health benefits), \$12.00 (without health benefits) July 1, 2025, and every July 1 thereafter - Adjusted for inflation (both with and without health benefits)
New Hampshire		<ul style="list-style-type: none"> \$7.25 	No	N/A
New Jersey		<ul style="list-style-type: none"> \$11.90 (small employers and seasonal employers) \$13.00 (large employers) 	Yes	January 1, 2023 - \$12.70 (small employers and seasonal employers), \$14.00 (large employers) January 1, 2024 - \$13.50 (small employers and seasonal employers), \$15.00 (large employers) January 1, 2025 - \$14.30 (small employers and seasonal employers), adjusted for inflation (large employers) January 1, 2026 - \$15.00 (small employers and seasonal employers), adjusted for inflation (large employers) January 1, 2027, and every January 1 thereafter - Adjusted for inflation (both small employers and seasonal employers and large employers)
New Mexico		<ul style="list-style-type: none"> \$11.50 	No	January 1, 2023 - \$12.00
	Albuquerque ²	<ul style="list-style-type: none"> \$10.50 (with healthcare and/or childcare benefits (note: this is less than the state minimum wage of \$11.50)) \$11.50 (without healthcare and/or childcare benefits) 	No	January 1, 2023, and every January 1 thereafter - Adjusted for inflation

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STATE	KEY MUNICIPALITIES	MINIMUM WAGE RATE	PAID SICK LEAVE REQUIRED	UPCOMING CHANGES
	Bernalillo County ²	<ul style="list-style-type: none"> \$8.35 (with healthcare and/or childcare benefits (note: this is less than the state minimum wage of \$11.50)) \$9.35 (without healthcare and/or childcare benefits (note: this is less than the state minimum wage of \$11.50)) 	No	January 1, 2023, and every January 1 thereafter - Adjusted for inflation
	Las Cruces	<ul style="list-style-type: none"> \$11.50 	No	January 1, 2023, and every January 1 thereafter - Adjusted for inflation
	Santa Fe	<ul style="list-style-type: none"> \$12.95 	No	March 1, 2023, and every March 1 thereafter - Adjusted for inflation
	Santa Fe County	<ul style="list-style-type: none"> \$12.95 	No	March 1, 2023, and every March 1 thereafter - Adjusted for inflation
New York		<ul style="list-style-type: none"> \$15.00 	No	January 1, 2023 - \$12.00
	New York City	<ul style="list-style-type: none"> \$15.00 (both fast food employees and non-fast food employees) 	Yes	N/A
	Nassau, Suffolk and Westchester Counties	<ul style="list-style-type: none"> \$15.00 (both fast food employees and non-fast food employees) 	Westchester only	N/A
	Except New York City, Nassau County, Suffolk County and Westchester County	<ul style="list-style-type: none"> \$13.20 (non-fast food employees) \$15.00 (fast food employees) 	Yes	December 31, 2022, and every December 31 thereafter - Adjusted for inflation until it reaches \$15.00 (non-fast food employees), remains \$15.00 (fast food employees)
North Carolina		<ul style="list-style-type: none"> \$7.25 	No	N/A

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North Dakota		• \$7.25	No	N/A
Ohio		• \$9.30	No	January 1, 2023, and every January 1 thereafter - Adjusted for inflation
Oklahoma		• \$7.25	No	N/A
Oregon Nonrural Counties		• \$12.75	Yes	July 1, 2022 - \$13.50 July 1, 2023, and every July 1 thereafter - Adjusted for inflation
Oregon Rural Counties		• \$12.00	Yes	July 1, 2022 - \$12.50 July 1, 2023, and every July 1 thereafter - Adjusted for inflation
	Portland Area	• \$14.00	Yes	\$1.25 over standard minimum wage - July 1, 2023 and July 1 thereafter
Pennsylvania		• \$7.25	Philadelphia and Pittsburgh	N/A
Rhode Island		• \$12.25	Yes	January 1, 2023 - \$13.00 January 1, 2024 - \$14.00 January 1, 2025 - \$15.00
South Carolina		• No state minimum wage (federal rate of \$7.25 typically applies)	No	N/A
South Dakota		• \$9.95	No	January 1, 2023, and every January 1 thereafter - Adjusted for inflation
Tennessee		• No state minimum wage (federal rate of \$7.25 typically applies)		N/A

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STATE	KEY MUNICIPALITIES	MINIMUM WAGE RATE	PAID SICK LEAVE REQUIRED	UPCOMING CHANGES
Texas		<ul style="list-style-type: none"> \$7.25 	Austin, Dallas, and San Antonio	N/A
Utah		<ul style="list-style-type: none"> \$7.25 	No	N/A
Vermont		<ul style="list-style-type: none"> \$12.55 	Yes	January 1, 2023, and every January 1 thereafter - Adjusted for inflation
Virginia		<ul style="list-style-type: none"> \$11.00 	No	January 1, 2023 - \$12.00 January 1, 2025 - \$13.50 January 1, 2026 - \$15.00 January 1, 2027, and every January 1 thereafter - Adjusted for inflation
Washington		<ul style="list-style-type: none"> \$14.49 	Yes	January 1, 2023, and every January 1 thereafter - Adjusted for inflation
	Seattle	<ul style="list-style-type: none"> \$15.75 (Schedule 2 Employers) \$17.27 (Schedule 1 Employers and Schedule 2 Employers Minimum Compensation) 	Yes WA+	January 1, 2023 - \$16.50 (Schedule 2 Employers), adjusted for inflation (Schedule 1 Employers), matches the inflation-adjusted minimum wage for Schedule 1 Employers (Schedule 2 Employers Minimum Compensation) January 1, 2024 - \$17.25 (Schedule 2 Employers), adjusted for inflation (Schedule 1 Employers), matches the inflation-adjusted minimum wage for Schedule 1 Employers (Schedule 2 Employers Minimum Compensation) January 1, 2025 - Matches the inflation-adjusted minimum wage for Schedule 1 Employers (Schedule 2 Employers), adjusted for inflation (Schedule 1 Employers), no longer applicable (Schedule 2 Employers Minimum Compensation) January 1, 2026 and every January 1 thereafter - Adjusted for inflation (all employers)
West Virginia		<ul style="list-style-type: none"> \$8.75 	No	N/A
Wisconsin		<ul style="list-style-type: none"> \$7.25 	No	N/A
Wyoming		<ul style="list-style-type: none"> \$5.15 (federal rate of \$7.25 typically applies) 	No	N/A

¹ The term living wage often refers to the minimum income necessary for a worker to meet basic needs such as food and housing, but it also is commonly used to describe laws that establish minimum wages for businesses that receive contracts or subsidies from local governments.
² The minimum wage is \$1.00 less for employers that provide employees healthcare and/or childcare benefits with an annualized cost of at least \$2,500.

Cities in many states across the United States continue to pass local ordinances relating to minimum wage and sick leave. Eligibility rules may vary from city to city. The minimum wage rates in these cities may change at any time; employers should closely monitor them. An increasing number of localities have additional ordinances relating to a wide range of employment matters such as "family friendly" workplaces, paid parental leave and criminal history checks. Check with your local city government as to whether any ordinances might apply to your workforce/industry.