

EMPLICITY'S 2023 MINIMUM WAGE E-GUIDE



employee management made simple.

STATE	KEY MUNICIPALITIES	MINIMUM WAGE RATE EFFECTIVE JANUARY 1, 2023	UPCOMING CHANGES
Federal		\$7.25	N/A
Alabama		No state minimum wage (follows federal minimum wage rate of \$7.25)	N/A
Alaska		\$10.85	January 1, 2024, and every January 1 thereafter - Adjusted for inflation
Arizona		13.85	January 1, 2024, and every January 1 thereafter - Adjusted for inflation
	Flagstaff	\$16.80	January 1, 2024, and every January 1 thereafter - Adjusted for inflation
	Tucson	\$13.85	January 1, 2024 - \$14.25 January 1, 2025 - \$15.00 January 1, 2026, and every January 1 thereafter - Adjusted for inflation
Arkansas		\$11.00	N/A
California		\$15.50 (both small and large employers)	January 1, 2024, and every January 1 thereafter - Adjusted for inflation
	Alameda	\$15.75	July 1, 2023, and every July 1 thereafter - Adjusted for inflation
	Belmont	\$16.75	January 1, 2024, and every January 1 thereafter - Adjusted for inflation
	Berkeley	\$16.99	July 1, 2023, and every July 1 thereafter - Adjusted for inflation
	Burlingame	\$16.47	January 1, 2024, and every January 1 thereafter - Adjusted for inflation

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	Cupertino	\$17.20	January 1, 2024, and every January 1 thereafter - Adjusted for inflation
	Daly City	\$16.07	January 1, 2024, and every January 1 thereafter - Adjusted for inflation
	East Palo Alto	\$16.50	January 1, 2024, and every January 1 thereafter - Adjusted for inflation
	El Cerrito	\$17.35	January 1, 2024, and every January 1 thereafter - Adjusted for inflation
	Emeryville	\$17.68	July 1, 2023, and every July 1 thereafter - Adjusted for inflation
	Foster City	\$16.50	January 1, 2024, and every January 1 thereafter - Adjusted for inflation
	Fremont	\$16.00	July 1, 2023, and every July 1 thereafter - Adjusted for inflation
	Half Moon Bay	\$16.45	January 1, 2024, and every January 1 thereafter - Adjusted for inflation
	Hayward	\$15.50 (small employers: 25 or fewer employees) \$16.34 (large employers: 26 or more employees)	January 1, 2024, and every January 1 thereafter - Adjusted for inflation (both small and large employers)
	Los Altos	\$17.20	January 1, 2024, and every January 1 thereafter - Adjusted for inflation
	Los Angeles	\$16.04	July 1, 2023, and every July 1 thereafter - Adjusted for inflation

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	Los Angeles County	\$15.96	July 1, 2023, and every July 1 thereafter - Adjusted for inflation
	Malibu	\$15.96	July 1, 2023, and every July 1 thereafter - Adjusted for inflation
	Menlo Park	\$16.20	January 1, 2024, and every January 1 thereafter - Adjusted for inflation
	Milpitas	\$16.40	July 1, 2023, and every July 1 thereafter - Adjusted for inflation
	Mountain View	\$18.15	January 1, 2024, and every January 1 thereafter - Adjusted for inflation
	Novato	\$15.53 (small employers: 25 or fewer employees) \$16.07 (large employers: 26-99 employees) \$16.32 (very large employers: 100 or more employees)	January 1, 2024, and every January 1 thereafter - Adjusted for inflation (all employers)
	Oakland	\$15.97	January 1, 2024, and every January 1 thereafter - Adjusted for inflation
	Palo Alto	\$17.25	January 1, 2024, and every January 1 thereafter - Adjusted for inflation
	Pasadena	\$16.11	July 1, 2023, and every July 1 thereafter - Adjusted for inflation
	Petaluma	\$17.06	January 1, 2024, and every January 1 thereafter - Adjusted for inflation
	Redwood City	\$17.00	January 1, 2024, and every January 1 thereafter - Adjusted for inflation

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	Richmond	\$15.50 (with medical benefits) \$16.17 (without medical benefits)	January 1, 2024, and every January 1 thereafter - Adjusted for inflation
	San Carlos	\$16.32	January 1, 2024, and every January 1 thereafter - Adjusted for inflation
	San Diego	\$16.30	January 1, 2024, and every January 1 thereafter - Adjusted for inflation
	San Francisco	\$16.99	July 1, 2023, and every July 1 thereafter - Adjusted for inflation
	San Jose	\$17.00	January 1, 2024, and every January 1 thereafter - Adjusted for inflation
	San Leandro	\$15.00	N/A
	San Mateo	\$16.75	January 1, 2024, and every January 1 thereafter - Adjusted for inflation
	Santa Clara	\$17.20	January 1, 2024, and every January 1 thereafter - Adjusted for inflation
	Santa Monica	\$15.96	July 1, 2023, and every July 1 thereafter - Adjusted for inflation
	Santa Rosa	\$17.06	January 1, 2024, and every January 1 thereafter - Adjusted for inflation
	Sonoma	\$16.00 (small employers: 25 or fewer employees) \$17.00 (large employers: 26 or more employees)	January 1, 2024, and every January 1 thereafter - Adjusted for inflation (both small employers and large employers)

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	South San Francisco	\$16.70	January 1, 2024, and every January 1 thereafter - Adjusted for inflation
	Sunnyvale	\$17.95	January 1, 2024, and every January 1 thereafter - Adjusted for inflation
	West Hollywood	\$17.00 (small employers: 49 or fewer employees) \$17.50 (large employers: 50 or more employees)	July 1, 2023, and every July 1 thereafter - Adjusted for inflation (all employers)
Colorado		\$13.65	January 1, 2024, and every January 1 thereafter - Adjusted for inflation
	Denver	\$17.29	January 1, 2024, and every January 1 thereafter - Adjusted for inflation
Connecticut		\$14.00	June 1, 2023 - \$15.00 January 1, 2024, and every January 1 thereafter - Adjusted for inflation
Delaware		\$11.75	January 1, 2024 - \$13.25 January 1, 2025 - \$15.00
District of Columbia		\$16.10	July 1, 2023, and every July 1 thereafter - Adjusted for inflation
Florida		\$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 (follows federal minimum wage rate of \$7.25)	N/A

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Hawaii		\$12.00	January 1, 2024 - \$14.00 January 1, 2026 - \$16.00 January 1, 2028 - \$18.00
Idaho		\$7.25	N/A
Illinois		\$13.00	January 1, 2024 - \$14.00 January 1, 2025 - \$15.00
	Chicago	\$14.50 (small employers: 4-20 employees) \$15.40 (large employers: 21 or more employees)	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	\$13.35	July 1, 2023, and every July 1 thereafter - Adjusted for inflation
Indiana		\$7.25	N/A
Iowa		\$7.25	N/A
Kansas		\$7.25	N/A
Kentucky		\$7.25	N/A
Louisiana		No state minimum wage (follows federal minimum wage rate of \$7.25)	N/A

STATE	KEY MUNICIPALITIES	MINIMUM WAGE RATE EFFECTIVE JANUARY 1, 2023	UPCOMING CHANGES
Maine		\$13.80	January 1, 2024, and every January 1 thereafter - Adjusted for inflation
	Portland	\$14.00	January 1, 2024 - \$15.00 January 1, 2025, and every January 1 thereafter - Adjusted for inflation
	Rockland	\$14.00	January 1, 2024 - \$15.00 January 1, 2025, and every January 1 thereafter - Adjusted for inflation
Maryland		\$12.80 (small employers: 14 or fewer employees) \$13.25 (large employers: 15 or more employees)	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	\$13.25 (small employers: 14 or fewer employees) \$15.00 (large employers: 15 or more employees)	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	\$14.00 (small employers: 10 or fewer employees) \$14.50 (mid-sized employers: 11-50 employees) \$15.65 (large employers: 51 or more employees)	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	\$12.80 (small employers: 14 or fewer employees) \$13.25 (large employers: 15 or more employees)	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		\$15.00	N/A

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Michigan		\$10.10	<p>Note: Michigan's minimum wage law is currently the subject of state court proceedings but remains the law in Michigan.</p> <p>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</p>
Minnesota		<p>\$8.63 (small employers: gross sales less than \$500k)</p> <p>\$10.59 (large employers: gross sales more than \$500k)</p>	<p>January 1, 2024, and every January 1 thereafter - Adjusted for inflation (both small employers and large employers)</p>
	Minneapolis	<p>\$13.50 (small employers: 100 or fewer employees)</p> <p>\$15.19 (large employers: 101 or more employees)</p>	<p>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)</p>
	St. Paul	<p>\$10.75 (micro employers: 5 or fewer employees)</p> <p>\$12.00 (small employers: 6-100 employees)</p> <p>\$13.50 (large employers: 101-10,000 employees)</p> <p>\$15.19 (macro employers: 10,001 or more employees)</p>	<p>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)</p>

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Mississippi		No state minimum wage (follows federal minimum wage rate of \$7.25)	N/A
Missouri		\$12.00	January 1, 2024, and every January 1 thereafter - Adjusted for inflation
Montana		\$9.95	January 1, 2024, and every January 1 thereafter - Adjusted for inflation
Nebraska		\$10.50	January 1, 2024 - \$12.00 January 1, 2025 - \$13.50 January 1, 2026 - \$15.00 January 1, 2027, and every January 1 thereafter - Adjusted for inflation
Nevada		\$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 - \$12.00 (both with and without health benefits) July 1, 2025, and every July 1 thereafter - Adjusted for inflation
New Hampshire		\$7.25	N/A
New Jersey		\$12.93 (small employers: 5 or fewer employees and seasonal employers) \$14.13 (large employers: 6 or more employees)	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 (small employers, seasonal employers, and large employers)
New Mexico		\$12.00	N/A
	Albuquerque	\$12.00 (both with or without healthcare and/or childcare benefits)	January 1, 2024, and every January 1 thereafter - Adjusted for inflation

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	Bernalillo County	\$12.00 (per state law)	January 1, 2024, and every January 1 thereafter - Adjusted for inflation
	Las Cruces	\$12.00	January 1, 2024, and every January 1 thereafter - Adjusted for inflation
	Santa Fe	\$12.95	March 1, 2023, and every March 1 thereafter - Adjusted for inflation
	Santa Fe County	\$12.95	March 1, 2023, and every March 1 thereafter - Adjusted for inflation
New York	New York City	\$15.00 (both fast food employees and non-fast food employees)	N/A
	Nassau, Suffolk and Westchester Counties	\$15.00 (both fast food employees and non-fast food employees)	N/A
	Remainder of New York	\$14.20 (non-fast food employees) - Effective Dec. 31, 2022 \$15.00 (fast food employees) - Effective Dec. 31, 2022	December 31, 2023, 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		\$7.25	N/A
North Dakota		\$7.25	N/A

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Ohio		\$10.10	January 1, 2024, and every January 1 thereafter - Adjusted for inflation
Oklahoma		\$7.25	N/A
Oregon Nonrural Counties		\$13.50	July 1, 2023, and every July 1 thereafter - Adjusted for inflation
Oregon Rural Counties		\$12.50	July 1, 2023, and every July 1 thereafter - Adjusted for inflation
	Portland Area	\$14.75	July 1, 2023, and every July 1 thereafter - Adjusted for inflation
Pennsylvania		\$7.25	N/A
Rhode Island		\$13.00	January 1, 2024 - \$14.00 January 1, 2025 - \$15.00
South Carolina		No state minimum wage (follows federal minimum wage rate of \$7.25)	N/A
South Dakota		\$10.80	January 1, 2024, and every January 1 thereafter - Adjusted for inflation
Tennessee		No state minimum wage (follows federal minimum wage rate of \$7.25)	N/A

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Texas		\$7.25	N/A
Utah		\$7.25	N/A
Vermont		\$13.18	January 1, 2024, and every January 1 thereafter - Adjusted for inflation
Virginia		\$12.00	January 1, 2025 - \$13.50 January 1, 2026 - \$15.00 January 1, 2027, and every January 1 thereafter - Adjusted for inflation
Washington		\$15.74	January 1, 2024, and every January 1 thereafter - Adjusted for inflation
	Seattle	<p>\$16.50 (Schedule 2 Employers: 500 or fewer employees who pay at least \$2.19 in medical benefits and/or tips)</p> <p>\$18.69 (Schedule 1 Employers: 501 or more employees)</p> <p>\$18.69 (Schedule 2 Employers Minimum Compensation: 500 or fewer employees who do not pay at least \$2.19 in medical benefits and/or tips)</p>	<p>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)</p> <p>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)</p> <p>January 1, 2026 and every January 1 thereafter - Adjusted for inflation (all employers)</p>
West Virginia		\$8.75	N/A
Wisconsin		\$7.25	N/A
Wyoming		\$5.15 (follows federal minimum wage rate of \$7.25)	N/A