

State and Local Minimum Wages

Effective January 1, 2022

STATE OR LOCALITY	MINIMUM WAGE RATE	MAXIMUM TIP CREDIT	MINIMUM TIPPED WAGE	NOTES & FUTURE SCHEDULED INCREASES
Federal minimum	\$7.25	\$5.12	\$2.13	Tipped employees must regularly earn at least \$30 per month in tips.
Federal contractors	\$11.25	\$3.35	\$7.90	Adjusted annually January 1. Under executive order regulations to increase to \$15 are being written.
Alabama	NONE*	NONE*	NONE*	No minimum wage; federal law applies.
Alaska	\$10.34	Tip credit prohibited	\$10.34	Adjusted annually January 1.
Arizona	\$12.80	\$3.00	\$9.80	Adjusted annually on January 1.
<i>Flagstaff</i>	<i>\$15.50</i>	**	**	
Arkansas	\$11.00	\$8.37	\$2.63	Tipped employees must regularly earn at least \$20 per month in tips.
California	\$15.00 with 26 employees or more; \$14.00 with fewer than 26 employees	Tip credit prohibited	\$15.00 with 26 employees or more; \$14.00 with fewer than 26 employees	25 employees or less: \$15.00 1/1/23, then adjusted annually.
<i>Alameda</i>	<i>\$15.00</i>	**	**	<i>Adjusted annually on July 1.</i>
<i>Belmont</i>	<i>\$15.90</i>	**	**	<i>Adjusted annually on January 1.</i>
<i>Berkeley</i>	<i>\$16.32</i>	**	**	<i>Adjusted annually on July 1.</i>
<i>Burlingame</i>	<i>\$15.60</i>	**	**	<i>Adjusted annually January 1.</i>
<i>Cupertino</i>	<i>\$16.40</i>	**	**	<i>Adjusted annually January 1.</i>
<i>Daly City</i>	<i>\$15.53</i>	**	**	<i>Adjusted annually January 1.</i>
<i>El Cerrito</i>	<i>\$16.37</i>	**	**	<i>Adjusted annually January 1.</i>
<i>Emeryville</i>	<i>\$17.13</i>	**	**	<i>Adjusted annually on July 1.</i>
<i>Fremont</i>	<i>\$15.25 with 26 or more employees; \$15.00 with 25 or fewer employees</i>	**	**	<i>Adjusted annually on July 1.</i>
<i>Half Moon Bay</i>	<i>\$15.56</i>	**	**	<i>Adjusted annually January 1.</i>
<i>Hayward</i>	<i>\$15.56 with 26 or more employees; \$14.52 with 25 or fewer employees</i>	**	**	<i>Adjusted annually January 1.</i>

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<i>Long Beach</i>	<i>\$15.00 with 26 employees or more; \$14.00 with fewer than 26 employees \$15.69 for hotel workers; \$15.32 for concessionaires</i>	**	**	
<i>Los Altos</i>	<i>\$16.40</i>	**	**	<i>Adjusted annually January 1.</i>
<i>Los Angeles City and County</i>	<i>\$15.00; \$17.64 for hotel workers</i>	**	**	<i>Adjusted annually on July 1.</i>
<i>Malibu</i>	<i>\$15.00</i>	**	**	<i>Adjusted annually on July 1.</i>
<i>Menlo Park</i>	<i>\$15.25</i>	**	**	<i>Adjusted annually January 1.</i>
<i>Milpitas</i>	<i>\$15.65</i>			<i>Adjusted annually July 1.</i>
<i>Mountain View</i>	<i>\$17.10</i>	**	**	<i>Adjusted annually January 1.</i>
<i>Novato</i>	<i>\$15.77 for businesses with 100 or more employees; \$15.53 for businesses with 26 to 99 employees; \$15.00 with 25 or fewer employees</i>	**	**	
<i>Oakland</i>	<i>\$15.06</i>	**	**	<i>Adjusted annually January 1.</i>
<i>Palo Alto</i>	<i>\$16.45</i>	**	**	<i>Adjusted annually January 1.</i>
<i>Pasadena</i>	<i>\$15.00</i>	**	**	<i>Adjusted annually on July 1.</i>
<i>Petaluma</i>	<i>\$15.85</i>	**	**	<i>Adjusted annually January 1.</i>
<i>Redwood City</i>	<i>\$16.20</i>	**	**	<i>Adjusted annually January 1.</i>
<i>Richmond</i>	<i>\$15.54</i>	**	**	<i>Adjusted annually January 1.</i>
<i>San Carlos</i>	<i>\$15.77</i>	**	**	<i>Adjusted annually January 1.</i>
<i>San Diego</i>	<i>\$15.00</i>	**	**	<i>Adjusted annually January 1.</i>
<i>San Francisco</i>	<i>\$16.32</i>	**	**	<i>Adjusted annually July 1.</i>
<i>San Jose</i>	<i>\$16.20</i>	**	**	<i>Adjusted annually January 1.</i>
<i>San Leandro</i>	<i>\$15.00</i>	**	**	<i>Adjusted annually on July 1.</i>
<i>San Mateo</i>	<i>\$16.20</i>	**	**	<i>Adjusted annually January 1.</i>

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<i>Santa Clara</i>	\$16.40	**	**	<i>Adjusted annually January 1.</i>
<i>Santa Monica</i>	\$15.00; \$17.64 for hotel workers	**	**	<i>Adjusted annually July 1.</i>
<i>Santa Rosa</i>	\$15.85	**	**	<i>Adjusted annually January 1.</i>
<i>Sonoma</i>	\$16.00 for businesses with 26 or more employees; \$15.00 for businesses with 25 or fewer employees	**	**	<i>For businesses with 26 or more employees: \$17.00 1/1/23. For businesses with 25 or fewer employees: \$16.00 1/1/23. Adjusted annually January 1.</i>
<i>South San Francisco</i>	\$15.55	**	**	<i>Adjusted annually January 1.</i>
<i>Sunnyvale</i>	\$17.10	**	**	<i>Adjusted annually January 1.</i>
Colorado	\$12.56	\$3.02	\$9.54	Adjusted annually on January 1. Tipped employee must regularly earn at least \$30 per month in tips.
<i>Denver</i>	\$15.87	**	**	<i>Adjusted annually January 1.</i>
Connecticut	\$13.00	36.8 percent for hotels and restaurants; 18.5 percent for bartenders	\$6.38 for hotels and restaurants; \$8.23 for bartenders	Increasing to \$14.00 7/1/22; \$15.00 6/1/23, then adjusted annually on January 1. For hotels and restaurants, full-time tipped employees must earn at least \$10 weekly in tips; part-time employees must earn at least \$2 daily in tips. Tip credit may not be used for pizza delivery drivers.
Delaware	\$10.50	\$8.27	\$2.23	Increasing to \$11.75 1/1/23; \$13.25 1/1/24; \$15.00 1/1/25. Tipped employee must regularly earn at least \$30 per month in tips.
<i>New Castle County</i>	\$10.10	**	**	
D.C.	\$15.20	\$10.15	\$5.05	Adjusted annually on July 1.
Florida	\$10.00	\$4.37	\$5.63	Increasing to: \$11.00 9/30/22; \$12.00 9/30/23; \$13.00 9/30/24; \$14.00 9/30/25; \$15.00 9/30/26.
Georgia	\$5.15	Federal law applies	Federal law applies	
Hawaii	\$10.10	\$.75	\$9.35	Employees must regularly earn at least \$20 per month in tips; combined wage must be at least \$7.00 more than the applicable minimum wage.
Idaho	\$7.25	\$3.90	\$3.35	Employees must regularly earn at least \$30 per month in tips.
Illinois	\$12.00	40 percent	\$7.20	Employees must regularly earn at least \$20 per month in tips.

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<i>Chicago</i>	<i>\$15.00 for large employers with 21 or more employees; \$14.00 for small employers with 4 to 20 employees</i>	**	**	<i>Adjusted annually July 1.</i>
<i>Cook County</i>	<i>\$13.00</i>	**	**	<i>Adjusted annually July 1.</i>
Indiana	\$7.25	\$5.12	\$2.13	Employees must regularly earn at least \$30 per month in tips.
Iowa	\$7.25	\$2.90	\$4.35	Employees must regularly earn at least \$30 per month in tips.
Kansas	\$7.25	\$5.12	\$2.13	Employees must regularly earn at least \$20 per month in tips.
Kentucky	\$7.25	Federal law applies	Federal law applies	Employees must regularly earn at least \$30 per month in tips.
Louisiana	NONE*	NONE*	NONE*	No minimum wage; federal law applies.
Maine	\$12.75	\$6.38	\$6.38	Adjusted annually on January 1. Employees must regularly earn at least \$30 per month in tips.
<i>Bangor</i>	<i>\$9.75</i>	**	**	<i>The state minimum wage rates apply.</i>
<i>Portland</i>	<i>\$13.00</i>	**	**	
Maryland	\$12.50 for businesses with 15 or more employees; \$12.20 for businesses with fewer than 15 employees	\$8.87	\$3.63	Increasing to: \$13.25 1/1/23; \$14.00 1/1/24; \$15.00 1/1/25 for businesses with 15 or more employees. Increasing to: \$12.80 1/1/23; \$13.40 1/1/24; \$14.00 1/1/25; \$14.60 1/1/26; \$15.00 7/1/26 for businesses with fewer than 15 employees. Employees must regularly receive at least \$30 per month in tips.
<i>Montgomery County</i>	<i>\$15.00 for businesses with 51 or more employees; \$14.00 for businesses with 11 to 50 employees; \$13.50 for businesses with 10 or fewer employees</i>	**	**	<i>Adjusted annually July 1.</i>
<i>Prince George's County</i>	\$11.75 for businesses with 15 or more employees; \$11.60 for businesses with fewer than 15	**	**	<i>The state minimum wage rates apply.</i>

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	employees			
Massachusetts	\$14.25	\$7.95	\$6.15	Increasing to: \$15.00 1/1/23. Employees must receive at least \$20 per month in tips.
Michigan	\$9.65	\$5.98	\$3.67	Adjusted annually on January 1.
<i>Ypsilanti</i>	<i>\$10.10</i>	**	**	
Minnesota	\$10.33 large employers (annual gross revenue \$500,000 or more); \$8.42 small employers (annual gross revenue less than \$500,000)	Tip credit prohibited	\$10.33/\$8.42	Adjusted annually on January 1.
<i>Minneapolis</i>	<i>\$14.25 for businesses with more than 100 employees; \$12.50 for businesses with 100 or fewer employees</i>	**	**	<i>Large businesses (101 or more employees): \$15.00 7/1/22; \$15.00 indexed to inflation 1/1/23; \$15.00 indexed to inflation again on 7/1/24. Small businesses (100 or fewer employees): \$13.50 7/1/22; \$14.50 7/1/23; \$15.00 indexed to inflation 7/1/24.</i>
<i>St. Paul</i>	<i>\$12.50 for large employers of more than 101 employees; \$11.00 for small employers with 6 to 100 employees; \$10.00 for micro employers with 5 or fewer employees</i>	**	**	<i>Macro employers of more than 10,000 employees: \$15.00 7/1/22 Large employers with 101 to 10,000 employees: \$13.50 7/1/22; \$15.00 7/1/23 Small employers with 6 to 100 employees: \$12.00 7/1/22; \$13.00 7/1/23; \$14.00 7/1/24; \$15.00 7/1/25 Micro employers with 5 or fewer employees: \$10.75 7/1/22; \$11.50 7/1/23; \$12.25 7/1/24; \$13.25 7/1/25; \$14.25 7/1/26; \$15.25 7/1/27</i>
Mississippi	NONE*	NONE*	NONE*	No minimum wage; federal law applies.
Missouri	\$11.15	50 percent	\$5.575	Increasing to: \$12.00 1/1/23. Adjusted annually on January 1.
Montana	\$9.20	Tip credit prohibited	\$9.20	Adjusted annually on January 1.
Nebraska	\$9.00	\$6.87	\$2.13	
Nevada	\$9.75 without health benefits \$8.75 with health benefits	Tip credit prohibited	\$9.00/\$8.00	Increasing to: \$10.50/\$9.50 7/1/22; \$11.25/\$10.25 7/1/23.

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New Hampshire	\$7.25	\$3.98	45 percent	Employees must regularly earn at least \$30 per month in tips.
New Jersey	\$13.00 for employers with more than 5 employees; \$11.90 for seasonal employers, small employers with 5 or fewer workers, and \$10.90 for agricultural employers	\$7.87; \$6.77 for seasonal and small employers	\$5.13	Increasing to: \$14.00 1/1/23 for employers with more than 5 employees; \$12.70 1/1/23 for seasonal and small employers; \$11.70 1/1/23 for agricultural employers. Adjusted annually on January 1.
New Mexico	\$11.50	\$8.70	\$2.80	Increasing to: \$12.00 1/1/23. Employees must regularly earn at least \$30 per month in tips.
<i>Albuquerque</i>	<i>\$9.50 with benefits; \$10.50 without benefits</i>	**	**	<i>The state minimum wage rates apply.</i>
<i>Bernalillo County</i>	<i>\$9.35</i>	**	**	<i>The state minimum wage rates apply.</i>
<i>Las Cruces</i>	<i>\$10.50</i>	**	**	<i>The state minimum wage rates apply.</i>
<i>Santa Fe</i>	<i>\$12.32</i>	**	**	<i>Adjusted annually in March.</i>
<i>Santa Fe County</i>	<i>\$12.32</i>	**	**	<i>Adjusted annually in March.</i>
New York				See industry wage orders for additional requirements.
<i>New York City</i>	<i>\$15.00</i>	<i>\$5.00</i>	<i>\$10.00</i>	
<i>Long Island & Westchester</i>	<i>\$15.00</i>	<i>\$5.00</i>	<i>\$10.00</i>	
<i>Remainder of New York State</i>	<i>\$13.20</i>	<i>\$4.15</i>	<i>\$8.35</i>	<i>Annual indexing to continue increasing up to \$15.00.</i>
<i>Fast food employees in New York City (in fast food establishments)</i>	<i>\$15.00</i>	**	**	
<i>Fast food employees outside of</i>	<i>\$15.00</i>	**	**	

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<i>New York City (in fast food establishments)</i>				
North Carolina	\$7.25	\$5.12	\$2.13 (tied to federal minimum)	Employees must regularly earn at least \$20 per month in tips.
North Dakota	\$7.25	33 percent	\$4.86	Employees must regularly earn at least \$30 per month in tips.
Ohio	\$9.30 (gross receipts of \$342,000 or more); \$7.25 (gross receipts under \$342,000)	\$4.65	\$4.65	Adjusted annually on January 1. Tipped employees must regularly earn at least \$30 per month in tips.
Oklahoma	\$7.25	50 percent	\$3.63	
Oregon	Portland metro area \$14.00; Urban counties \$12.75; Rural counties \$12.00	Tip credit prohibited	Portland metro area \$14.00; Urban counties \$12.75; Rural counties \$12.00	<p>An employer's location affects minimum wage rate.</p> <p><u>Within Portland's urban growth boundary (metro area)</u> (including portions of Clackamas, Multnomah, and Washington counties): \$14.75 7/1/22</p> <p><u>Areas not in Portland's urban growth boundary or one of the listed nonurban counties (urban counties)</u> (Benton, Clackamas, Clatsop, Columbia, Deschutes, Hood River, Jackson, Josephine, Lane, Lincoln, Linn, Marion, Multnomah, Polk, Tillamook, Wasco, Washington, Yamhill counties): \$13.50 7/1/22</p> <p><u>The nonurban counties (rural counties)</u> (Baker, Coos, Crook, Curry, Douglas, Gilliam, Grant, Harney, Jefferson, Klamath, Lake, Malheur, Morrow, Sherman, Umatilla, Union, Wallowa, Wheeler counties): \$12.50 7/1/22</p> <p>Between 2016 and 2023, the annual cost-of-living increase will be on hold statewide but will -resume in 2023. The non-Portland/non-nonurban area will set the baseline. The Portland area must remain at least \$1.25 above the baseline, and nonurban counties can be up to \$1 below the baseline.</p>
Pennsylvania	\$7.25	\$4.42	\$2.83	Employees must regularly earn at least \$30 per month in tips.
Rhode Island	\$12.25	\$8.36	\$3.89	Increasing to: \$13.00 1/1/23; \$14.00 1/1/24; \$15.00 1/1/25.
South	NONE*	NONE*	NONE*	No minimum wage; federal law applies.

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Carolina				
South Dakota	\$9.95	\$4.975	\$4.975	Adjusted annually on January 1. Employees must regularly earn at least \$35 per month in tips and cash wage must be at least one-half of minimum wage.
Tennessee	NONE*	NONE*	NONE*	No minimum wage; federal law applies.
Texas	\$7.25	\$5.12	\$2.13	Employees must regularly receive at least \$20 per month in tips.
Utah	\$7.25	\$5.12	\$2.13	Employees must receive at least \$30 per month in tips.
Vermont	\$12.55	\$6.27	\$6.28	Adjusted annually on January 1. Employees must regularly receive at least \$120 per month in tips.
Virginia	\$11.00	\$8.87	\$2.13	Increasing to: \$12.00 1/1/23. No maximum tip credit; federal law applies.
Washington	\$14.49	Tip credit prohibited	\$14.49	Adjusted annually on January 1.
<i>Seattle</i>	<u>Schedule 1 (more than 500 employees in U.S.)</u> \$17.27 <u>Schedule 2 (500 or fewer employees in U.S.)</u> \$17.27 <u>Schedule 2 (500 or fewer employees in U.S.) with medical benefits or tips</u> \$15.75	**	**	<i>Adjusted annually on January 1.</i> <i>Adjusted annually on January 1.</i> <u>Schedule 2 employers (500 or fewer employees in the U.S.) with medical benefits or tips</u> \$16.50 1/1/23; \$17.25 1/1/24. Effective January 1, 2025, the hourly minimum wage paid by a Schedule 2 employer shall equal the hourly minimum wage applicable to Schedule 1 employers.
<i>SeaTac</i>	\$17.53	**	**	<i>Adjusted annually on January 1.</i>
West Virginia	\$8.75	\$6.13	\$2.62	
Wisconsin	\$7.25	\$4.92	\$2.33	
Wyoming	\$5.15*	\$3.03	\$2.13	Employees must regularly earn at least \$30 per month in tips.

**Maximum tip credit and minimum tipped wage information is not tracked on this chart for municipalities.

*Employers in states without minimum wage laws, or with minimum wage rates lower than the federal minimum wage, which currently is \$7.25 an hour, must observe the federal minimum wage for all employees covered by the Fair Labor Standards Act.