



## MINIMUM WAGE UPDATES

State/City/Locality	New Minimum Wage (per hour)	Effective Date
<b>ARIZONA</b>	\$12.80	January 1, 2022
Flagstaff	\$15.50	January 1, 2022
<b>CALIFORNIA</b>	\$15.00 - Employers with 26 or more employees \$14.00 - Employers with 25 or fewer employees	January 1, 2022
Alameda	\$15.00 + annual increase adjustment	July 1, 2022
Belmont	\$16.20	January 1, 2022
Berkeley	\$16.32 + CPI increase	July 1, 2022
Cupertino	\$16.40	January 1, 2022
El Cerrito	\$16.37	January 1, 2022
Emeryville	\$17.13 + CPI increase	July 1, 2022
Fremont	\$15.25 + CPI increase	July 1, 2022
Hayward	\$15.56– Large employers (26 or more employees) \$14.52– Small employers (25 or fewer employees)	January 1, 2022
Los Altos	\$16.40	January 1, 2022
Los Angeles (City)	\$15.00 plus CPI increase	July 1, 2022
Los Angeles County (Unincorporated)	\$15.00 plus CPI increase	July 1, 2022
Malibu	\$15.00 plus CPI increase	July 1, 2022
Milpitas	\$15.65 plus CPI	July 1, 2022
Mountain View	\$17.10	January 1, 2022
Novato	\$15.77 (100 or more employees) \$15.53– (26-99 employees) \$15.00– (fewer than 26 employees)	January 1, 2022
Oakland	\$15.06	January 1, 2022
Palo Alto	\$16.45	January 1, 2022
Pasadena	\$15.00 plus CPI Increase	July 1, 2022



Petaluma	\$15.85	January 1, 2022
Redwood City	\$16.20	January 1, 2022
Richmond	\$15.54	January 1, 2022
San Diego	\$15.00	January 1, 2022
San Francisco	\$16.32 plus CPI increase	July 1, 2022
San Jose	\$16.20	January 1, 2022
San Mateo	\$16.20	January 1, 2022
Santa Clara	\$16.40	January 1, 2022
Santa Monica	\$15.00 plus CPI Increase	July 1, 2022
Santa Rosa	\$15.85	January 1, 2022
Sonoma	\$16.00– Large employers (26 or more employees) \$15.00 – Small employers (25 or fewer employees)	January 1, 2022
Sunnyvale	\$17.10	January 1, 2022
West Hollywood	\$16.50 – Large employers (50 or more employees) \$16.00 – Small employers (Less than 50 employees)	July 1, 2022
<b>COLORADO</b>	\$12.56	January 1, 2022
<b>CONNECTICUT</b>	\$14.00	July 1, 2022
<b>DELAWARE</b>	\$10.50	January 1, 2022
<b>DISTRICT OF COLUMBIA</b>	\$16.10	July 1, 2022
<b>FLORIDA</b>	\$11.00	September 30, 2022
<b>ILLINOIS</b>	\$12.00	January 1, 2022
Chicago	Pending– Large employers (21 or more employees) Pending– Small employers (4 to 20 employees)	July 1, 2022
Cook County	Inflation-adjusted minimum wage calculated by the Commission and announced on its website by June 1st of each year	July 1, 2022
<b>MAINE</b>	\$12.75	January 1, 2022
Portland	\$13.00	January 1, 2022



<b>MARYLAND</b>	\$12.50 – Employers with 15 or more employees \$12.20 – Employers with 14 or fewer employees	January 1, 2022
Montgomery County	\$15.00 + CPI increase– Large employers (51 or more employees) \$14.50 – Mid-size employers (11 to 50 employees) \$14.00 – Small employers (10 or fewer employees)	July 1, 2022
<b>MASSACHUSETTS</b>	\$14.25	January 1, 2022
<b>MICHIGAN</b>	\$9.87	January 1, 2022
<b>MINNESOTA</b>	\$10.33- Large employers – with annual gross revenues of at least \$500,000 \$8.42- Small employers – with annual gross revenues less than \$500,000	January 1, 2022
Minneapolis	\$15.00 – Large employers (more than 100 employees) \$13.50 – Small employers (100 or fewer employees)	July 1, 2022
St. Paul	\$15.00 – Macro employers (10,001+ employees) \$13.50 – Large employers (101-10,000 employees) \$12.00 – Small employers (6-100 employees) \$10.75 – Micro employers (5 or fewer employees)	July 1, 2022
<b>MISSOURI</b>	\$11.15	January 1, 2022
Kansas City	\$11.15	January 1, 2022
St. Louis	\$11.15	January 1, 2022
<b>MONTANA</b>	\$9.20	January 1, 2022
<b>NEVADA</b>	\$10.50 – If health benefits not offered \$9.50 – If health benefits offered	July 1, 2022
<b>NEW JERSEY</b>	\$13.00 – Businesses with six or more employees \$11.90 - Businesses with fewer than six employees	January 1, 2022



<b>NEW MEXICO</b>	<b>\$11.50</b>	<b>January 1, 2022</b>
Albuquerque	\$11.50 \$10.50 - if employee's employer provides healthcare and/or childcare benefits to the employee during any pay period and employer pays an amount for these benefits equal to or in excess of an annualized cost of \$2,500.00	January 1, 2022
Bernalillo County	\$11.50	January 1, 2022
Las Cruces	\$11.50	January 1, 2022
Santa Fe City	\$12.10	March 1, 2022
Santa Fe County	\$12.10	March 1, 2022
<b>NEW YORK</b>	<b>\$13.20</b>	<b>December 31, 2021</b>
Nassau, Suffolk, and Westchester Counties	\$15.00	December 31, 2021
New York City	\$15.00	December 31, 2021
<b>OHIO</b>	<b>\$9.30</b>	<b>January 1, 2022</b>
<b>OREGON</b>	<b>\$13.50</b>	<b>July 1, 2022</b>
Portland Metro Area	\$14.75	July 1, 2022
Non-Urban Counties	\$12.50	July 1, 2022
<b>RHODE ISLAND</b>	<b>\$12.25</b>	<b>January 1, 2022</b>
<b>SOUTH DAKOTA</b>	<b>\$9.95</b>	<b>January 1, 2022</b>
<b>VERMONT</b>	<b>\$12.55</b>	<b>January 1, 2022</b>
<b>VIRGINIA</b>	<b>\$11.00</b>	<b>January 1, 2022</b>
<b>WASHINGTON</b>	<b>\$14.49</b>	<b>January 1, 2022</b>
Seattle	\$17.27 – Large employers (501 or more employees) \$15.75 – Small employers (500 or fewer employees) who pay towards the individual employee's medical benefits \$17.27 - Small employers (500 or fewer employees) who do not pay towards the individual employee's medical benefits	January 1, 2022