



MINIMUM WAGE UPDATES

State/City/Locality	New Minimum Wage (per hour)	Effective Date
ALASKA	\$10.85	January 1, 2023
ARIZONA	\$13.85	January 1, 2023
Flagstaff	\$16.80	January 1, 2023
CALIFORNIA	\$15.50	January 1, 2023
Alameda	Adjusted Annually by the Consumer Price Index	July 1, 2023
Belmont	\$16.75	January 1, 2023
Berkeley	Adjusted Annually by the Consumer Price Index	July 1, 2023
Burlingame	\$16.47	January 1, 2023
Cupertino	\$17.20	January 1, 2023
Daly City	\$16.07	January 1, 2023
East Palo Alto	\$16.50	January 1, 2023
El Cerrito	\$17.35	January 1, 2023
Emeryville	Adjusted Annually by the Consumer Price Index	July 1, 2023
Foster City	\$16.50	July 1, 2023
Fremont	Adjusted Annually by the Consumer Price Index	July 1, 2023
Half Moon Bay	\$16.45	January 1, 2023
Hayward	\$16.34– Large employers (26 or more employees) \$15.50– Small employers (25 or fewer employees)	January 1, 2023
Los Altos	\$17.20	January 1, 2023
Los Angeles (City)	Adjusted Annually by the Consumer Price Index	July 1, 2023
Los Angeles County (Unincorporated)	Adjusted Annually by the Consumer Price Index	July 1, 2023
Malibu	Adjusted Annually by the Consumer Price Index	July 1, 2023
Menlo Park	\$16.20	January 1, 2023
Milpitas	Adjusted Annually by the Consumer Price Index	July 1, 2023
Mountain View	\$18.15	January 1, 2023



Novato	\$16.32 (100 or more employees) \$16.07 – (26-99 employees) \$15.53 – (fewer than 26 employees)	January 1, 2023
Oakland	\$15.97	January 1, 2023
Palo Alto	\$17.25	January 1, 2023
Pasadena	Adjusted Annually by the Consumer Price Index – (26 employees or more) \$15.00 – (25 employees or less)	July 1, 2023
Petaluma	\$17.06	January 1, 2023
Redwood City	\$17.00	January 1, 2023
Richmond	\$16.17	January 1, 2023
San Carlos	\$16.32	January 1, 2023
San Diego	\$16.30	January 1, 2023
San Francisco	Adjusted Annually by the Consumer Price Index	July 1, 2023
San Jose	\$17.00	January 1, 2023
San Leandro	\$15.50	January 1, 2023
San Mateo	\$16.75	January 1, 2023
Santa Clara	\$17.20	January 1, 2023
Santa Monica	Adjusted Annually by the Consumer Price Index	July 1, 2023
Santa Rosa	\$17.06	January 1, 2023
Sonoma	\$17.00 – Large employers (26 or more employees) \$16.00 – Small employers (25 or fewer employees)	January 1, 2023
South San Francisco	\$16.70	January 1, 2023
Sunnyvale	\$17.95	January 1, 2023



West Hollywood	\$17.50 – Large employers (50 or more employees)	January 1, 2023
	\$18.86 – Large employers (50 or more employees) *estimated min wage, actual wage will be determined by the cost-of-living adjustment for that year	July 1, 2023
	\$17.00 – Small employers (Less than 50 employees)	January 1, 2023
	\$18.86 – Small employers (Less than 50 employees) *estimated min wage, actual wage will be determined by the cost-of-living adjustment for that year	July 1, 2023
COLORADO	\$13.65	January 1, 2023
Denver	\$17.29	January 1, 2023
CONNECTICUT	\$15.00	June 1, 2023
DELAWARE	\$11.75	January 1, 2023
DISTRICT OF COLUMBIA	Adjusted Annually by the Consumer Price Index	July 1, 2023
FLORIDA	\$12.00	September 30, 2023
ILLINOIS	\$13.00	January 1, 2023
Chicago	Adjusted Annually by the Consumer Price Index– Large employers (21 or more employees) \$15.00 – Small employers (4 to 20 employees)	July 1, 2023
Cook County	\$13.00	January 1, 2023
MAINE	\$13.80	January 1, 2023
Portland	\$14.00	January 1, 2023
MARYLAND	\$13.25 – Employers with 15 or more employees \$12.80– Employers with 14 or fewer employees	January 1, 2023
Montgomery County	Adjusted Annually by the Consumer Price Index– Large employers (51 or more employees) \$15.00 – Mid-size employers (11 to 50 employees) \$14.50 – Small employers (10 or fewer employees)	July 1, 2023
MASSACHUSETTS	\$15.00	January 1, 2023
MICHIGAN	\$10.10	January 1, 2023



MINNESOTA	\$10.59 - Large employers – with annual gross revenues of at least \$500,000 \$8.63 - Small employers – with annual gross revenues less than \$500,000	January 1, 2023
Minneapolis	\$15.19 – Large employers (more than 100 employees)	January 1, 2023
	\$14.50 – Small employers (100 or fewer employees)	July 1, 2023
St. Paul	\$15.19 – Macro employers (10,001+ employees)	January 1, 2023
	\$15.00 – Large employers (101-10,000 employees)	July 1, 2023
	\$13.00 – Small employers (6-100 employees)	
	\$11.50 – Micro employers (5 or fewer employees)	
MISSOURI	\$12.00	January 1, 2023
Kansas City	\$12.00	January 1, 2023
St. Louis	\$12.00	January 1, 2023
MONTANA	\$9.95	January 1, 2023
NEBRASKA	\$10.50	January 1, 2023
NEVADA	\$11.25 – If health benefits not offered	July 1, 2023
	\$10.25 – If health benefits offered	
NEW JERSEY	\$14.00 – Businesses with six or more employees	January 1, 2023
	\$12.70 - Businesses with fewer than six employees	
NEW MEXICO	\$12.00	January 1, 2023
Albuquerque	\$12.00 \$12.00 - if the employee’s employer provides healthcare and/or childcare benefits to the employee during any pay period and the employer pays an amount for these benefits equal to or in excess of an annualized cost of \$2,500.00.	January 1, 2023
Bernalillo County	\$12.00	January 1, 2023
Las Cruces	\$12.00	January 1, 2023
Santa Fe City	Adjusted Annually by the Consumer Price Index	March 1, 2023
Santa Fe County	Adjusted Annually by the Consumer Price Index	March 1, 2023



NEW YORK	\$14.20	December 31, 2022
Long Island and Westchester County	\$15.00	December 31, 2022
New York City	\$15.00	December 31, 2022
OHIO	\$10.10	January 1, 2023
OREGON	Adjusted Annually by the Consumer Price Index	July 1, 2023
Portland Metro Area	Adjusted Annually by the Consumer Price Index	July 1, 2023
Non-Urban Counties	Adjusted Annually by the Consumer Price Index	July 1, 2023
RHODE ISLAND	\$13.00	January 1, 2023
SOUTH DAKOTA	\$10.80	January 1, 2023
VERMONT	\$13.18	January 1, 2023
VIRGINIA	\$12.00	January 1, 2023
WASHINGTON	\$15.74	January 1, 2023
Seattle	<p>\$18.69 – Large employers (501 or more employees)</p> <p>\$16.50 – Small employers (500 or fewer employees) who pay \$2.19/hour towards the individual employee’s medical benefits</p> <p>\$18.69 – Small employers (500 or fewer employees) who do not pay \$2.19/hour towards the individual employee’s medical benefits</p>	January 1, 2023