

2023 Minimum Wage Salary Threshold

Jurisdiction	Effective Date	2023 Minimum Wage	2023 Tipped Minimum Wage	2023 Annual Salary Threshold	2023 Weekly Salary Threshold
Federal - Contractors	1/1/2023	\$16.20	\$13.75		
Alaska	1/1/2023	\$10.85		\$45,136.00	\$868.00
Arizona	1/1/2023	\$13.85	\$10.85		
*Flagstaff, AZ	1/1/2023	\$16.80	\$14.80		
*Tucson, AZ	1/1/2023	\$13.50			
California (≥ 26 employees)	1/1/2023	\$15.50		\$64,480.00	\$1,240.00
California (≤ 25 employees)	1/1/2023	\$15.50		\$64,480.00	\$1,240.00
California (Computer Professional Employees)	1/1/2023	\$53.80		\$112,065.20	\$2,115.10
*Belmont, CA	1/1/2023	\$16.75			
*Burlingame, CA	1/1/2023	\$16.47			
*Cupertino, CA	1/1/2023	\$17.20			
*Daly City, CA	1/1/2023	\$16.07			
*East Palo Alto, CA	1/1/2023	\$16.50			
*El Cerrito, CA	1/1/2023	\$17.35			
*Foster City, CA (within San Mateo County)	1/1/2023	\$16.50			
*Half Moon Bay, CA	1/1/2023	\$16.45			
*Hayward, CA (≥ 26 employees)	1/1/2023	\$16.34			
*Hayward, CA (≤ 25 employees)	1/1/2023	\$15.50			
*Los Altos, CA	1/1/2023	\$17.20			
*Menlo Park, CA	1/1/2023	\$16.20			
*Mountain View, CA	1/1/2023	\$18.15			
*Novato, CA (≥ 100 employees)	1/1/2023	\$16.32			
*Novato, CA (26 - 99 employees)	1/1/2023	\$16.07			
*Novato, CA (≤ 25 employees)	1/1/2023	\$15.53			
*Oakland, CA	1/1/2023	\$15.97			
*Palo Alto, CA	1/1/2023	\$17.25			
*Petaluma, CA	1/1/2023	\$17.06			
*Redwood City, CA	1/1/2023	\$17.00			
*Richmond, CA	1/1/2023	\$16.17			
*San Carlos, CA	1/1/2023	\$16.32			
*San Diego, CA	1/1/2023	\$16.30			
*San Jose, CA	1/1/2023	\$17.00			
*San Mateo, CA	1/1/2023	\$16.75			
*Santa Clara, CA	1/1/2023	\$17.20			
*Santa Rosa, CA (≥ 26 employees)	1/1/2023	\$17.06			
*Santa Rosa, CA (≤ 25 employees)	1/1/2023	\$17.06			
*Sonoma, CA (≥ 26 employees)	1/1/2023	\$17.00			
*Sonoma, CA (≤ 25 employees)	1/1/2023	\$16.00			
*South San Francisco, CA	1/1/2023	\$16.70			
*SunnyVale, CA	1/1/2023	\$17.95			
*West Hollywood, CA (≥ 50 employees)	1/1/2023	\$17.50			
*West Hollywood, CA (≤ 49 employees)	1/1/2023	\$17.00			
*West Hollywood, CA (Hotel Workers)	1/1/2023	\$18.35			

Jurisdiction	Effective Date	2023 Minimum Wage	2023 Tipped Minimum Wage	2023 Annual Salary Threshold	2023 Weekly Salary Threshold
Colorado	1/1/2023	\$13.65	\$10.63	\$50,000.08	\$961.54
*Denver, CO	1/1/2023	\$17.29			
Connecticut	6/1/2023	\$15.00			
Delaware	1/1/2023	\$11.75			
Florida	9/30/2023	\$12.00	\$8.98		
Illinois	1/1/2023	\$13.00	\$7.80		
Maine	1/1/2023	\$13.80		\$41,401.00	\$796.17
*Portland, ME	1/1/2023	\$14.00			
*Rockland, ME	1/1/2023	\$14.00			
Maryland (≥ 15 employees)	1/1/2023	\$13.25			
Maryland (≤ 14 employees)	1/1/2023	\$12.80			
*Howard County, MD (≥ 15 employees)	1/1/2023	\$15.00			
*Howard County, MD (≤ 14 employees)	1/1/2023	\$13.25			
Massachusetts	1/1/2023	\$15.00	\$6.75		
Michigan	1/1/2023	\$10.10	\$3.84		
*Michigan - TBD	*2/20/2023	13.03*	\$11.73*		
Minnesota - Large Employer (gross revenues are \$500,000 or more)	1/1/2023	\$10.59			
Minnesota - Small Employer (gross revenues are less than \$500,000)	1/1/2023	\$8.63			
*Minneapolis, MN (101 or more employees)	1/1/2023	\$15.19			
*Minneapolis, MN (100 or fewer employees)	7/1/2023	\$14.50			
*St. Paul, MN (101 + employees)	7/1/2023	\$15.00			
*St. Paul, MN (6-100 employees)	7/1/2023	\$13.00			
Missouri	1/1/2023	\$12.00			
Montana	1/1/2023	\$9.95			
Nebraska	1/1/2023	\$10.50			
Nevada (No Health Benefits offered)	7/1/2023	\$11.25			
Nevada (Health Benefits offered)	7/1/2023	\$10.25			
New Jersey	1/1/2023	\$14.13	\$5.26		
New Jersey (Small or Seasonal Employer)	1/1/2023	\$12.93			
New Jersey (Agricultural)	1/1/2023	\$12.01			
New Mexico	1/1/2023	\$12.00			
*Albuquerque, NM	1/1/2023	\$12.00	\$7.20		
*Las Cruces, NM	1/1/2023	\$12.00	\$4.78		
New York (outside NYC, Long Island & Westchester)	12/31/2022	\$14.20		\$55,341.00	\$1,064.25
New York (outside NYC, Long Island & Westchester, Tipped Food Service Worker)	12/31/2022		\$9.45 Cash/\$4.75 Tip Credit		
New York (outside NYC, Long Island & Westchester, Tipped Service Employee)	12/31/2022		\$11.85 Cash/\$2.35 Tip Credit		
Ohio	1/1/2023	\$10.10	\$5.05		
Rhode Island	1/1/2023	\$13.00			
South Dakota	1/1/2023	\$10.80			
Vermont	1/1/2023	\$13.18	\$6.59		
Virginia	1/1/2023	\$12.00			
Washington	1/1/2023	\$15.74			
Washington (≥ 51 employees)				\$65,478.40	\$1,259.20
Washington (≤ 50 employees)				\$57,293.60	\$1,101.80
*SeaTac, WA (Hospitality and transportation employees)	1/1/2023	\$19.06			
*Seattle, WA (≥ 501 employees)	1/1/2023	\$18.69			
*Seattle, WA (≤ 500 employees)	1/1/2023	\$16.50			
Puerto Rico	7/1/2023	\$9.50			