

# 2023 State Minimum Wages

State	2022 Wage	2023 Wage	2022 Tip Credit	2023 Tip Credit
AK	\$10.34	<b>\$10.85</b>	prohibited	
AZ	\$12.80	<b>\$13.85</b>	\$3.00	<b>\$3.00</b>
CA <sup>1</sup>	\$15.00 large employers	<b>\$15.50</b> large employers	prohibited	
	\$14.00 small employers	<b>\$15.50</b> small employers		
CO	\$12.56	<b>\$13.65</b>	\$3.02	<b>\$3.02</b>
DE	\$10.50	<b>\$11.75</b>	\$8.27	<b>\$9.52</b>
FL	\$10.00	<b>\$11.00</b> <sup>2</sup>	\$3.02	<b>\$3.02</b>
HI	\$10.10	<b>\$12.00</b> <sup>3</sup>	\$0.75	<b>\$1.00</b>
IL	\$12.00	<b>\$13.00</b>	\$4.80	<b>\$5.20</b>
ME	\$12.75	<b>\$13.80</b>	\$6.37	<b>\$6.90</b>
MD <sup>4</sup>	\$12.50 large employers	<b>\$13.25</b> large employers	\$8.87 large employers	<b>\$9.62</b> large employers
	\$12.20 small employers	<b>\$12.80</b> small employers	\$8.57 small employers	<b>\$9.17</b> small employers
MA	\$14.25	<b>\$15.00</b>	\$8.10	<b>\$8.25</b>
MI	\$9.87	<b>\$10.10</b> <sup>5</sup>	\$6.12	<b>\$6.26</b> <sup>5</sup>
MN <sup>6</sup>	\$10.33 large employers	<b>\$10.59</b> large employers	prohibited	
	\$8.42 small employers	<b>\$8.63</b> small employers		
MO <sup>7</sup>	\$11.15	<b>\$12.00</b>	\$5.57	<b>\$6.00</b>
MT <sup>8</sup>	\$9.20	<b>\$9.95</b>	prohibited	
NE	\$9.00	<b>\$10.50</b>	\$6.87	<b>\$8.37</b>
NJ <sup>9</sup>	\$13.00	<b>\$14.00</b>	\$7.87	<b>\$8.87</b>
	\$11.90 small/seasonal employers	<b>\$12.70</b> small/seasonal employers	same as general	same as general
	\$10.90 agricultural employers	<b>\$11.70</b> agricultural employers	n/a	n/a
NM	\$11.50	<b>\$12.00</b>	\$8.70	<b>\$9.00</b>
NY <sup>10</sup>	\$13.20	<b>\$14.20</b>	\$4.40	<b>\$4.75</b>
	\$15.00 NYC	<b>\$15.00</b> NYC	\$5.00 NYC	<b>\$5.00</b> NYC
	\$14.00 L.I./Westchester County	<b>\$15.00</b> L.I./Westchester County	\$5.00 L.I./Westchester County	<b>\$5.00</b> L.I./Westchester County
OH <sup>11</sup>	\$9.30	<b>\$10.10</b>	\$4.65	<b>\$5.05</b>
RI	\$12.25	<b>\$13.00</b>	\$8.36	<b>\$9.11</b>
SD	\$9.95	<b>\$10.80</b>	\$4.97	<b>\$5.40</b>
VT	\$12.55	<b>\$13.18</b>	\$6.27	<b>\$6.59</b>
VA	\$11.00	<b>\$12.00</b> <sup>12</sup>	\$8.87	<b>\$9.87</b>
WA	\$14.49	<b>\$15.74</b>	prohibited	

<sup>1</sup> CA: large employers: 26 or more employees; small employers: 25 or fewer employees 2 FL: effective 9-30-22

<sup>2</sup> FL: effective 9-30-22

<sup>3</sup> HI: effective 10-1-22. Tip credit only applies if employee's wage from employer plus tips equal at least \$7 more than minimum wage

<sup>4</sup> MD: large employers: 15 or more employees; small employers: 14 or fewer employees

<sup>5</sup> MI: pending litigation might mean another increase on 2-19-23 to \$13.03 per hour and reduction of maximum tip credit to \$1.30 per hour. Ruling is under appeal, so order might not go into effect until after full resolution of appeal and lifting of stay.

<sup>6</sup> MN: large employers: annual gross revenues of \$500,000 or more; small employers: annual gross revenues of less than \$500,000

<sup>7</sup> MO: Employers engaged in retail or service businesses with annual gross income less than \$500,000 not required to pay state minimum wage

<sup>8</sup> MT: small business not covered by FLSA with gross annual sales of \$110,000 or less may pay \$4 per hour; *exception: individual employees covered by FLSA (e.g., by producing or moving goods between states) must be paid state minimum wage*

<sup>9</sup> NJ: small employers: fewer than six employees; agricultural workers: farm workers ages 18 and older must be paid state minimum wage, even if working at piece rates

<sup>10</sup> NY: minimum wage increases for 2023 will be effective 12-31-22

<sup>11</sup> OH: applies to employers with annual gross receipts of \$372,000 or more per year (previously \$342,000)

<sup>12</sup> VA: employers not required to post notice, but available for employers that choose to post it