

Upcoming Minimum Wage Increases – 01/01/2023			
State	Current Minimum Wage	Upcoming Increase	Date of Increase
Alaska	\$10.34	\$10.85	01/01/2023
Arizona – State	\$12.80	\$13.85	01/01/2023
Arizona – Local Laws			
Flagstaff	\$15.50	\$16.80	01/01/2023
California – State			
26 or More EEs	\$15.00	\$15.50	01/01/2023
25 or Less EEs	\$14.00	\$15.50	01/01/2023
California – Local Laws			
Belmont	\$15.90	\$16.75	01/01/2023
Cupertino	\$16.40	\$17.20	01/01/2023
Daly City	\$15.53	\$16.07	01/01/2023
El Cerrito	\$16.37	\$17.35	01/01/2023
Los Altos	\$16.40	\$17.20	01/01/2023
Menlo Park	\$15.75	\$16.20	01/01/2023
Mountain View	\$17.10	\$18.75	01/01/2023
Novato			
100 or More EEs	\$15.77	\$16.32	01/01/2023
26 – 99 EEs	\$15.53	\$16.07	01/01/2023
25 or Less EEs	\$15.00	\$15.53	01/01/2023
Oakland	\$15.06	\$15.97	01/01/2023
Palo Alto	\$16.45	\$17.30	01/01/2023
Petaluma	\$15.85	\$17.06	01/01/2023
Redwood City	\$16.20	\$17.00	01/01/2023
Richmond	\$15.54	\$16.17	01/01/2023
San Diego	\$15.00	\$16.30	01/01/2023
San Jose	\$15.45	\$16.20	01/01/2023
San Mateo	\$16.20	\$17.00	01/01/2023
Santa Clara	\$16.40	\$17.20	01/01/2023
Santa Rosa	\$15.85	\$17.06	01/01/2023
Sonoma			
26 or More EEs	\$16.00	\$17.00	01/01/2023
25 or Less EEs	\$15.00	\$16.00	01/01/2023
Sunnyvale	\$17.10	\$17.95	01/01/2023
Colorado	\$12.56	\$13.65	01/01/2023
Connecticut	\$14.00	\$15.00	07/01/2023
Delaware	\$10.50	\$11.75	01/01/2023
Florida	\$11.00	\$12.00	09/30/2023
Illinois	\$12.00	\$13.00	01/01/2023

Maine		\$12.75	\$13.80	01/01/2023
Maine – Local Laws				
	Portland	\$13.00	\$16.00	01/01/2023
Maryland				
	15 or More EEs	\$12.50	\$13.25	01/01/2023
	14 or Less EEs	\$12.20	\$12.80	01/01/2023
Massachusetts		\$14.25	\$15.00	01/01/2023
Michigan		\$9.87	\$10.10	01/01/2023
Minnesota				
	\$500k gross or higher	\$10.33	\$10.59	01/01/2023
	Less than \$500k gross	\$8.42	\$8.63	01/01/2023
Missouri		\$11.15	\$12.00	01/01/2023
Montana		\$9.20	\$9.95	01/01/2023
Nebraska		\$9.00	\$10.50	01/01/2023
New Jersey				
	Small or Seasonal EEs	\$11.90	\$12.93	01/01/2023
	Large employers	\$13.00	\$14.13	01/01/2023
	Farm Hourly or Piece Rate EEs	\$11.05	\$12.01	01/01/2023
New Mexico		\$11.50	\$12.00	01/01/2023
Nevada				
	EE without Benefits	\$10.50	\$11.25	07/01/2023
	EE with Benefits	\$9.50	\$10.25	07/01/2023
New York - State		\$13.20	\$14.20	12/31/2022
Ohio		\$9.30	\$10.10	01/01/2023
Rhode Island		\$12.25	\$13.00	01/01/2023
South Dakota		\$9.95	\$10.80	01/01/2023
Vermont		\$12.55	\$13.18	01/01/2023
Virginia		\$11.00	\$12.00	01/01/2023
Washington – State		\$14.49	\$15.74	01/01/2023
Washington – Local Laws				
	SeaTac	\$16.57	\$17.54	01/01/2023
	Seattle			
	501 or More EEs	\$17.27	\$18.69	01/01/2023
	500 or Less EEs (with medical benefits)	\$15.75	\$16.50	01/01/2023
	500 or Less EEs	\$17.27	\$18.69	01/01/2023
	Tacoma	\$14.49	\$15.74	01/01/2023