

Legal Update

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District of Columbia Announces Minimum Wage Increase for 2023

The District of Columbia's (the District) Department of Employment Services Office (DOES) has [announced](#) that beginning July 1, 2023, the minimum wage in the District will increase from \$16.10 to \$17 per hour. The new rate will apply to all workers, regardless of employer size.

Tipped Employees

The minimum wage rate for tipped employees (also known as the cash wage) will also increase on:

- May 1, 2023, from \$5.35 to \$6 per hour; and
- July 1, 2023, from \$6 to \$8 per hour.

The DOES allows employers to pay tipped employees a lower minimum wage rate (also known as the cash wage) because it is expected that the employee's cash wage, when added to the employees' tips, will enable employees to earn wages that are at least equal to the District's minimum wage rate.

Employers are required to make up the difference between the District's minimum wage rate and their tipped employees' wages when their employees' combined cash wage and tips fall below the minimum wage rate.

Required Posters

Employers in the District are required to display a minimum wage poster at the workplace. The poster must be displayed conspicuously in a location where employees may easily access it. Employers can satisfy this poster requirement by using the [updated poster](#) published by the DOES.

Impact on Employers

Employers in the District should review their payroll to ensure compliance with these new rates by the dates mentioned above. Employers should also update their minimum wage posters with the most recent version published by the DOES.

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Important Dates

May 1, 2023

The minimum wage rate for tipped employees increases to \$6 per hour.

July 1, 2023

The minimum wage rate in the District increases to \$17 per hour and the minimum wage rate for tipped employees increases to \$8 per hour.

On July 1, 2023, the minimum wage in the District will increase from \$16.10 to \$17 per hour