

New Jersey

New Jersey's Minimum Wage Rate to Increase on Jan. 1, 2027

On Sept. 29, 2026, the New Jersey Department of Labor and Workforce Development (DLWD) [announced](#) that the state's minimum wage rate will increase to **\$16.48 per hour** for most employers on **Jan. 1, 2027**. The minimum wage rate for small employers with fewer than six employees will also increase to **\$16.25 per hour**.

New Jersey's Minimum Wage Rate

New Jersey's minimum wage rate is adjusted annually to account for inflation. The DLWD sets the new minimum wage rate based on any increase in the federal Bureau of Labor Statistics' Consumer Price Index data for Urban Wage Earners and Clerical Workers for the 12-month period from August 2025 to August 2026. The DLWD has determined that New Jersey's minimum wage for **employers with six or more employees** must increase by \$0.56 to **\$16.48 per hour** on Jan. 1, 2027. The minimum wage rate for **seasonal and small employers with fewer than six employees** will increase from \$15.23 to **\$16.25 per hour**. The minimum wage rate for **agricultural employers** will also increase from \$14.20 to **\$15 per hour**. Additionally, the minimum wage rate for **long-term care facility direct care staff** will increase to **\$19.48 per hour**.

Tipped Employees

The minimum cash wage rate for tipped employees will increase from \$6.05 per hour to **\$6.61 per hour**, while the maximum tip credit employers may claim remains at \$9.87. A tipped employee's total earnings (hourly wages plus tips) must equal at least the state's minimum wage. If a tipped employee's hourly rate plus tips does not equal at least the state minimum wage, the employer is required to make up the difference.

Next Steps for Employers

New Jersey employers should update their payroll processes and procedures to comply with the new minimum wage rate by Jan. 1, 2027. In addition, employers should use the DLWD's [updated minimum wage poster](#) by Jan. 1, 2027.

Highlights

Sept. 29, 2026

New Jersey announced a \$16.48 per hour minimum wage rate for employers with six or more employees and a \$16.25 minimum wage rate for employers with fewer than six employees for 2027.

Jan. 1, 2027

The new state minimum wage rates will go into effect.