

Jurisdiction	2023 Minimum Wage Rate	2024 Change Date	2024 Minimum Wage Rate	2023 Minimum Cash Wage	2024 Minimum Cash Wage	2023 Maximum Tip Credit	2024 Maximum Tip Credit			
Federal	\$7.25	N/A	N/A	\$2.13	\$2.13	\$5.12	\$5.12			
Alabama	No state minimum wage (federal rate of \$7.25 typically applies)	N/A	N/A	N/A	N/A	N/A	N/A			
Alaska	\$10.85	1-Jan	\$11.73	Prohibited	Prohibited	Prohibited	Prohibited			
Arizona	\$13.85	1-Jan	\$14.35	\$10.85	\$11.35	\$3.00	\$3.00			
Arizona (Flagstaff)	\$16.80	1-Jan	\$17.40	\$14.80	\$15.90	\$2.00	\$1.50			
Arizona (Tucson)	\$13.85	1-Jan	\$14.35	\$10.85	\$11.35	\$3.00	\$3.00			
Arkansas	\$11.00	N/A	N/A	\$2.63	\$2.63	\$8.37	\$8.37			
California	\$15.50	1-Jan 1-Apr (fast food employers only)	\$16.00 1-Apr-\$20.00 (fast food employers only)	Prohibited	Prohibited	Prohibited	Prohibited			
California (Alameda)	\$16.52	1-Jul	TBA	Prohibited	Prohibited	Prohibited	Prohibited			
California (Belmont)	\$16.75	1-Jan	\$17.35	Prohibited	Prohibited	Prohibited	Prohibited			
California (Berkeley)	\$18.07	1-Jul	TBA	Prohibited	Prohibited	Prohibited	Prohibited			
California (Burlingame)	\$16.47	1-Jan	\$17.03	Prohibited	Prohibited	Prohibited	Prohibited			
California (Cupertino)	\$17.20	1-Jan	\$17.75	Prohibited	Prohibited	Prohibited	Prohibited			
California (Daly City)	\$16.07	1-Jan	\$16.62	Prohibited	Prohibited	Prohibited	Prohibited			
California (East Palo Alto)	\$16.50	1-Jan	\$17.10	Prohibited	Prohibited	Prohibited	Prohibited			
California (El Cerrito)	\$17.35	1-Jan	\$17.92	Prohibited	Prohibited	Prohibited	Prohibited			
California (Emeryville)	\$18.67	1-Jul	TBA	Prohibited	Prohibited	Prohibited	Prohibited			
California (Foster City)	\$16.50	1-Jan	\$17.00	Prohibited	Prohibited	Prohibited	Prohibited			
California (Fremont)	\$16.80	1-Jul	TBA	Prohibited	Prohibited	Prohibited	Prohibited			
California (Half Moon Bay)	\$16.45	1-Jan	\$17.01	Prohibited	Prohibited	Prohibited	Prohibited			
California (Hayward)	\$15.50 (small employers), \$16.34 (large employers)	1-Jan	\$16.00 (small employers per state law), \$16.90 (large employers)	Prohibited	Prohibited	Prohibited	Prohibited			
California (Los Altos)	\$17.20	1-Jan	\$17.75	Prohibited	Prohibited	Prohibited	Prohibited			
California (Los Angeles)	\$16.78	1-Jul	TBA	Prohibited	Prohibited	Prohibited	Prohibited			
California (Los Angeles County)	\$16.90	1-Jul	TBA	Prohibited	Prohibited	Prohibited	Prohibited			
California (Malibu)	\$16.90	1-Jul	TBA	Prohibited	Prohibited	Prohibited	Prohibited			
California (Menlo Park)	\$16.20	1-Jan	\$16.70	Prohibited	Prohibited	Prohibited	Prohibited			
California (Milpitas)	\$17.20	1-Jul	TBA	Prohibited	Prohibited	Prohibited	Prohibited			
California (Mountain View)	\$18.15	1-Jan	\$18.75	Prohibited	Prohibited	Prohibited	Prohibited			
California (Novato)	\$15.53 (small employers) \$16.07 (large employers) \$16.32 (very large employers)	1-Jan (all employers)	\$16.04 for small employers (25 or less employees), \$16.60 for large employers (26 to 99 employees), \$16.86 for very large employers (100 or more employees)	Prohibited	Prohibited	Prohibited	Prohibited			
California (Oakland)	\$15.97	1-Jan	\$16.50	Prohibited	Prohibited	Prohibited	Prohibited			
California (Palo Alto)	\$17.25	1-Jan	\$17.80	Prohibited	Prohibited	Prohibited	Prohibited			
California (Pasadena)	\$16.93	1-Jul	TBA	Prohibited	Prohibited	Prohibited	Prohibited			
California (Petaluma)	\$17.06	1-Jan	\$17.45	Prohibited	Prohibited	Prohibited	Prohibited			
California (Redwood City)	\$17.00	1-Jan	\$17.70	Prohibited	Prohibited	Prohibited	Prohibited			
California (Richmond)	\$15.50 (with medical benefits per state law) \$16.17 (without medical benefits)	1-Jan	\$16.00 with medical benefits, \$16.75 without medical benefits	Prohibited	Prohibited	Prohibited	Prohibited			
California (San Carlos)	\$16.32	1-Jan	\$16.87	Prohibited	Prohibited	Prohibited	Prohibited			
California (San Diego)	\$16.30	1-Jan	\$16.85	Prohibited	Prohibited	Prohibited	Prohibited			
California (San Francisco)	\$18.07	1-Jul	TBA	Prohibited	Prohibited	Prohibited	Prohibited			
California (San Jose)	\$17.00	1-Jan	\$17.55	Prohibited	Prohibited	Prohibited	Prohibited			
California (San Leandro)	\$15.50 (per state law)	N/A	N/A	Prohibited	Prohibited	Prohibited	Prohibited			
California (San Mateo)	\$16.75	1-Jan	\$17.35	Prohibited	Prohibited	Prohibited	Prohibited			
California (San Mateo County)	\$16.50	1-Jan	\$17.06	Prohibited	Prohibited	Prohibited	Prohibited			
California (Santa Clara)	\$17.20	1-Jan	\$17.75	Prohibited	Prohibited	Prohibited	Prohibited			
California (Santa Monica)	\$16.90	1-Jul	TBA	Prohibited	Prohibited	Prohibited	Prohibited			
California (Santa Rosa)	\$17.06	1-Jan	\$17.45	Prohibited	Prohibited	Prohibited	Prohibited			
California (Sonoma)	\$16.00 (small employers) \$17.00 (large employers)	January 1, 2024 - \$16.56 (small employers), \$17.60 (large employers)	TBA	Prohibited	Prohibited	Prohibited	Prohibited			
California (South San Francisco)	\$16.70	1-Jan	\$17.25	Prohibited	Prohibited	Prohibited	Prohibited			
California (Sunnyvale)	\$17.95	1-Jan	\$18.55	Prohibited	Prohibited	Prohibited	Prohibited			
California (West Hollywood)	\$19.08	1-Jul (all employers)	TBA	Prohibited	Prohibited	Prohibited	Prohibited			
Colorado	\$13.65	1-Jan	\$14.42	\$10.63	\$11.40	\$3.02	\$3.02			

Colorado (Denver)	\$17.29	1-Jan	\$18.29	\$14.27	\$15.27	\$3.02	\$3.02			
Colorado (Edgewater)	N/A	1-Jan	\$15.02	N/A	\$12.00	N/A	\$3.02			
Connecticut	\$15.00	1-Jan	\$15.69	\$6.38 (wait staff), \$8.23 (bartenders)	\$6.38 (wait staff), \$8.23 (bartenders)	\$8.62 (wait staff), \$6.77 (bartenders)	\$9.31 (wait staff), \$7.46 (bartenders)			
Delaware	\$11.75	1-Jan	\$13.25	\$2.23	\$2.23	\$9.52	\$11.02			
District of Columbia	\$17.00	1-Jul	TBA	\$8.00	\$10.00	\$9.00	TBA			
Florida	\$12.00	30-Sept	\$13.00	\$8.98	\$9.98	\$3.02	\$3.02			
Georgia	\$5.15 (federal rate of \$7.25 typically applies)	N/A	N/A	N/A	N/A	N/A	N/A			
Idaho	\$7.25	N/A	N/A	\$3.35	\$3.35	\$3.90	\$3.90			
Illinois	\$13.00	January 1	\$14.00	\$7.80	\$8.40	\$5.20	\$5.60			
Illinois (Chicago)	\$15.00 (small employers) \$15.80 (large employers)	1-Jul (all employers)	TBA	\$9.00-\$9.48	TBA-68% of the inflation-adjusted minimum wage	\$6.00-\$6.32	TBA-32% of the inflation-adjusted minimum wage			
Illinois (Cook County)	\$13.70	1-Jan & 1-Jul	Jan 1-\$14.00 July 1- TBA	\$8.00	\$8.40	\$5.70	\$5.60			
Indiana	\$7.25	N/A	N/A	\$2.13	\$2.13	\$5.12	\$5.12			
Iowa	\$7.25	N/A	N/A	\$4.35	\$4.35	\$2.90	\$2.90			
Kansas	\$7.25	N/A	N/A	\$2.13	\$2.13	\$5.12	\$5.12			
Kentucky	\$7.25	N/A	N/A	\$2.13	\$2.13	\$5.12	\$5.12			
Louisiana	\$7.25	N/A	N/A	N/A	N/A	N/A	N/A			
Maine	\$13.80	1-Jan	\$14.15	\$6.90	\$7.08	\$6.90	\$7.08			
Maine (Portland)	\$14.00	1-Jan	\$15.00	\$7.00	\$7.50	\$7.00	\$7.50			
Maine (Rockland)	\$14.00	1-Jan	\$15.00	\$7.00	\$7.50	\$7.00	\$7.50			
Maryland	\$12.80 (small employers) \$13.25 (large employers)	1-Jan	\$15.00 (both small and large employers)	\$3.63	\$3.63	\$9.17-\$9.62	\$11.37			
Maryland (Howard County)	\$13.25 (small employers) \$15.00 (large employers)	1-Jan	\$15.00 (small employers, per state law), remains \$15.00 (large employers)	\$3.63	\$3.63	\$9.62-\$11.37	\$11.37			
Maryland (Montgomery County)	\$14.50 (small employers) \$15.00 (mid-sized employers) \$16.70 (large employers)	1-Jan & 1-Jul	January 1 - \$15.00 (small employers), remains \$15.00 (mid-sized employers), remains \$16.70 (large employers) July 1 - Remains \$15.00 (small employers), TBA (mid-sized employers and large employers)	\$4.00	\$4.00	\$10.50-\$12.70	\$11.37-\$12.70			
Maryland (Prince George's County)	\$12.80 (small employers) \$13.25 (large employers)	1-Jan	\$15.00	\$3.63	\$3.63	\$9.17-\$9.62	\$11.37			
Massachusetts	\$15.00	N/A	N/A	\$6.75	\$6.75	\$8.25	\$8.25			
Michigan	\$10.10	1-Jan	\$10.33	\$3.84	\$3.93	\$6.26	\$6.40			
Minnesota	\$8.63 (small employers) \$10.59 (large employers)	1-Jan	\$8.85 (small employers), \$10.85 (large employers)	Prohibited	Prohibited	Prohibited	Prohibited			
Minnesota (Minneapolis)	\$14.50 (small employers), \$15.19 (large employers)	1-Jan & 1-Jul	Remains \$14.50 (small employers), \$15.57 (large employers) \$15.57 (small employers), remains \$15.57 (large employers)	Prohibited	Prohibited	Prohibited	Prohibited			
Minnesota (St. Paul)	\$11.50 (micro employers) \$13.00 (small employers) \$15.00 (large employers) \$15.19 macro employers)	1-Jan 1-Jul	January 1-Remains \$11.50 (micro employers), remains \$13.00 (small employers), remains \$15.00 (large employers), \$15.57 (macro employers) July 1 - \$12.25 (micro employers), \$14.00 (small employers), \$15.57 (large employers), remains \$15.57 (macro employers)	Prohibited	Prohibited	Prohibited	Prohibited			
Mississippi	No state minimum wage (federal rate of \$7.25)	N/A	N/A	N/A	N/A	N/A	N/A			
Missouri	\$12.00	1-Jan	\$12.30	\$6.00	TBA	\$6.00	TBA			
Montana	\$9.95	1-Jan	\$10.30	Prohibited	Prohibited	Prohibited	Prohibited			
Nebraska	\$10.50	1-Jan	\$12.00	\$2.13	\$2.13	\$8.37	\$9.87			
Nevada	\$10.25 (with health benefits) \$11.25 (without health benefits)	1-Jul	\$12.00 (both with and without health benefits)	Prohibited	Prohibited	Prohibited	Prohibited			
New Hampshire	\$7.25	N/A	N/A	\$3.27	\$3.27	\$3.98	\$3.98			
New Jersey	\$12.93 (small employers and seasonal employees) \$14.13 (large employers)	1-Jan	\$13.73 (small employers and seasonal employees), \$15.13 (large employers)	\$5.26	TBA	\$8.87	\$9.87			
New Mexico	\$12.00	N/A	N/A	\$3.00	\$3.00	\$9.00	\$9.00			
New Mexico (Albuquerque)	\$12.00	N/A (Next increase -2025)	N/A	\$7.20	\$7.20	\$4.80	\$4.80			
New Mexico (Bernalillo County)	\$12.00	N/A	N/A	\$2.13	\$2.13	\$6.32-\$7.32	TBA			
New Mexico (Las Cruces)	\$12.00	1-Jan	\$12.36	\$4.78	\$4.95	\$7.22	\$7.41			
New Mexico (Santa Fe)	\$14.03	1-Mar	TBA	\$3.00	\$3.00	\$11.03	TBA			
New Mexico (Santa Fe County)	\$14.03	1-Mar	TBA	\$4.21	TBA	\$9.82	TBA			
New York (New York City, Nassau County, Suffolk County and Westchester County)	\$15.00	1-Jan	\$16.00	Varies by region, by industry and by type of worker	Varies by region, by industry and by type of worker	Varies by region, by industry and by type of worker	Varies by region, by industry and by type of worker			

