

Jurisdiction	City/County	2021 Minimum Wage Rate	2022 Minimum Wage Change Date	2022 Minimum Wage Rates	2021 Minimum Cash Wage	2022 Minimum Cash Wage	2021 Maximum Tip Credit	2022 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
Arizona		\$12.15	1/1/2022	\$12.80	\$9.15	01/01/2022: \$9.80	\$3.00	\$3.00
Arizona	Flagstaff	\$15.00	1/1/2022	\$15.50	\$12.00	01/01/2020:	\$3.00	\$2.50
Arkansas		\$11.00	N/A	N/A	\$2.63	\$2.63	\$8.37	\$8.37
California		\$13.00 (small employers) \$14.00 (large employers)	1/1/2022	\$14.00 (small employers) \$15.00 (large employers)	Prohibited	Prohibited	Prohibited	Prohibited
California	Alameda	\$15.00	7/1/2022		Prohibited	Prohibited	Prohibited	Prohibited
California	Belmont	\$15.90	1/1/2022	\$16.20	Prohibited	Prohibited	Prohibited	Prohibited
California	Berkeley	\$16.32	7/1/2022		Prohibited	Prohibited	Prohibited	Prohibited
California	Burlingame	\$15.00	1/1/2022	\$15.60	Prohibited	Prohibited	Prohibited	Prohibited
California	Cupertino	\$15.65	1/1/2022	\$16.40	Prohibited	Prohibited	Prohibited	Prohibited
California	Daly City	\$15.00	1/1/2022	\$15.53	Prohibited	Prohibited	Prohibited	Prohibited
California	El Cerrito	\$15.61	1/1/2022		Prohibited	Prohibited	Prohibited	Prohibited
California	Emeryville	\$17.13	7/1/2022		Prohibited	Prohibited	Prohibited	Prohibited
California	Fremont	\$15.00 (small employers) \$15.25 (large employers)	7/1/2022		Prohibited	Prohibited	Prohibited	Prohibited
California	Half Moon Bay	\$15.00	1/1/2022	\$15.56	Prohibited	Prohibited	Prohibited	Prohibited
California	Hayward	\$14.00 (small employers), \$15.00 (large employers)	1/1/2022	\$14.52 (small employers) \$15.56 (large employers)	Prohibited	Prohibited	Prohibited	Prohibited
California	Los Altos	\$15.65	1/1/2022	\$16.40	Prohibited	Prohibited	Prohibited	Prohibited
California	Los Angeles	\$15.00	7/1/2022		Prohibited	Prohibited	Prohibited	Prohibited
California	Los Angeles County	\$15.00	7/1/2022		Prohibited	Prohibited	Prohibited	Prohibited
California	Malibu	\$15.00	7/1/2022		Prohibited	Prohibited	Prohibited	Prohibited
California	Menlo Park	\$15.25	1/1/2022		Prohibited	Prohibited	Prohibited	Prohibited
California	Milpitas	\$15.65	7/1/2022		Prohibited	Prohibited	Prohibited	Prohibited
California	Mountain View	\$16.30	1/1/2022	\$17.10	Prohibited	Prohibited	Prohibited	Prohibited
California	Novato	\$14.00 (small employers) \$15.00 (large employers) \$15.24 (very large employers)	1/1/2022	\$15.00 (small employers) \$15.53 (large employers) \$15.77 (very large employers)	Prohibited	Prohibited	Prohibited	Prohibited
California	Oakland	\$14.36	1/1/2022		Prohibited	Prohibited	Prohibited	Prohibited
California	Palo Alto	\$15.65	1/1/2022	\$16.25	Prohibited	Prohibited	Prohibited	Prohibited
California	Pasadena	\$15.00	7/1/2022		Prohibited	Prohibited	Prohibited	Prohibited
California	Petaluma	\$15.20	1/1/2022	\$15.85	Prohibited	Prohibited	Prohibited	Prohibited
California	Redwood City	\$15.62	1/1/2022		Prohibited	Prohibited	Prohibited	Prohibited
California	Richmond	\$13.71 (with medical benefits (note: this is less than the state minimum wage of \$14.00 for large employers)) \$15.21 (without medical benefits)	1/1/2022	\$14.04 (with medical benefits (note: this is less than the state minimum wage of \$15.00 for large employers)) \$15.54 (without medical benefits)	Prohibited	Prohibited	Prohibited	Prohibited
California	San Carlos	\$15.24	1/1/2022	\$15.77	Prohibited	Prohibited	Prohibited	Prohibited
California	San Diego	\$14.00	1/1/2022	\$15.00	Prohibited	Prohibited	Prohibited	Prohibited
California	San Francisco	\$16.32	7/1/2022		Prohibited	Prohibited	Prohibited	Prohibited
California	San Jose	\$15.45	1/1/2022		Prohibited	Prohibited	Prohibited	Prohibited
California	San Leandro	\$15.00	N/A	N/A	Prohibited	Prohibited	Prohibited	Prohibited
California	San Mateo	\$15.62	1/1/2022	\$16.20	Prohibited	Prohibited	Prohibited	Prohibited
California	Santa Clara	\$15.65	1/1/2022	\$16.40	Prohibited	Prohibited	Prohibited	Prohibited
California	Santa Monica	\$15.00	7/1/2022		Prohibited	Prohibited	Prohibited	Prohibited
California	Santa Rosa	\$15.20	1/1/2022	\$15.85	Prohibited	Prohibited	Prohibited	Prohibited
California	Sonoma	\$14.00 (small employers) \$15.00 (large employers)	1/1/2022	\$15.00 (small employers) \$16.00 (large employers)	Prohibited	Prohibited	Prohibited	Prohibited
California	South San Francisco	\$15.24	1/1/2022		Prohibited	Prohibited	Prohibited	Prohibited
California	Sunnyvale	\$16.30	1/1/2022	\$17.10	Prohibited	Prohibited	Prohibited	Prohibited
Colorado		\$12.32	1/1/2022	\$12.56	\$9.30	01/01/2022: \$9.54	\$3.02	\$3.02
Colorado	Denver	\$14.77	1/1/2022	\$15.87	\$11.75	01/01/2022: \$12.85	\$3.02	\$3.02
Connecticut		\$13.00	7/1/2022	\$14.00	\$6.38 (wait staff) \$8.23 (bartenders)	\$6.38 (wait staff) \$8.23 (bartenders)	\$6.62 (wait staff) \$4.77 (bartenders)	07/01/2022: \$7.62 (wait staff), \$5.77 (bartenders)
Delaware		\$9.25	1/1/2022	\$10.50	\$2.23	\$2.23	\$7.02	01/01/2022: \$8.27
District of Columbia		\$15.20	7/1/2022		\$5.05	07/01/2022:	\$10.15	07/01/2022:
Florida		\$10.00	9/30/2022	\$11.00	\$6.98	09/30/2022: \$7.98	\$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
Hawaii		\$10.10	N/A	N/A	\$9.35	\$9.35	\$0.75	\$0.75
Idaho		\$7.25	N/A	N/A	\$3.35	\$3.35	\$3.90	\$3.90
Illinois		\$11.00	1/1/2022	\$12.00	\$6.60	01/01/2022: \$7.20	\$4.40	01/01/2022: \$4.80
Illinois	Chicago	\$14.00 (small employers) \$15.00 (large employers)	7/1/2022	\$14.50 (small employers) \$? adjusted for inflation (large employers)	\$8.40-\$9.00	07/01/2022:	\$5.60-\$6.00	07/01/2022:
Illinois	Cook County	\$13.00	7/1/2022		\$6.60	01/01/2022: \$7.20	\$6.40	01/01/2022: \$5.80
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		No state minimum wage (federal rate of \$7.25 typically applies)	N/A	N/A	N/A	N/A	N/A	N/A
Maine		\$12.15	1/1/2022	\$12.75	\$6.075	01/01/2022: \$6.38	\$6.075	01/01/2022: \$6.37
Maine	Portland	\$12.15	1/1/2022	\$13.00	\$6.075	01/01/2022: \$6.50	\$6.075	01/01/2022: \$6.50
Maine	Rockland	N/A	1/1/2022	\$13.00	N/A	01/01/2022: \$6.50	N/A	01/01/2022: \$6.50
Maryland		\$11.60 (small employers) \$11.75 (large employers)	1/1/2022	\$12.20 (small employers) \$12.50 (large employers)	\$3.63	\$3.63	\$7.97-\$8.12	01/01/2022: \$8.57-\$8.87
Maryland	Montgomery County	\$13.50 (small employers) \$14.00 (mid-sized employers) \$15.00 (large employers)	7/1/2022	\$14.00 (small employers) \$14.50 (mid-sized employers) \$? adjusted for inflation (large employers)	\$4.00	\$4.00	\$9.50-\$11.00	07/01/2022:
Maryland	Prince George's County	\$11.60 (small employers) \$11.75 (large employers)	N/A	N/A	\$3.63	\$3.63	\$7.97-\$8.12	01/01/2022: \$8.57-\$8.87
Massachusetts		\$13.50	1/1/2022	\$14.25	\$5.55	01/01/2022: \$6.15	\$7.95	01/01/2022: \$8.10
Michigan		\$9.65	1/1/2022	\$9.87	\$3.67	01/01/2022: \$3.75	\$5.98	01/01/2022: \$6.12

Minnesota		\$8.21 (small employers) \$10.08 (large employers)	1/1/2022	\$8.42 (small employers) \$10.33 (large employers)	Prohibited	Prohibited	Prohibited	Prohibited
Minnesota	Minneapolis	\$12.50 (small employers) \$14.25 (large employers)	7/1/2022	\$13.50 (small employers) \$15.00 (large employers)	Prohibited	Prohibited	Prohibited	Prohibited
Minnesota	St. Paul	\$10.00 (micro employers (note: this is less than the state minimum wage of \$10.08 for large employers)) \$11.00 (small employers) \$12.50 (large employers and macro employers)	7/1/2022	\$10.75 (micro employers) \$12.00 (small employers) \$13.50 (large employers) \$15.00 (macro employers)	Prohibited	Prohibited	Prohibited	Prohibited
Mississippi		No state minimum wage (federal rate of \$7.25 typically applies)	N/A	N/A	N/A	N/A	N/A	N/A
Missouri		\$10.30	1/1/2022	\$11.15	\$5.15	01/01/2022: \$5.575	\$5.15	01/01/2022: \$5.575
Montana		\$8.75	1/1/2022	\$9.20	Prohibited	Prohibited	Prohibited	Prohibited
Nebraska		\$9.00	N/A	N/A	\$2.13	\$2.13	\$6.87	\$6.87
Nevada		\$8.75 (with health benefits) \$9.75 (without health benefits)	7/1/2022	\$9.50 (with health benefits) \$10.50 (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		\$11.10 (small employers and seasonal employees) \$12.00 (large employers)	1/1/2022	\$11.90 (small employers and seasonal employees) \$13.00 (large employers)	\$4.13	01/01/2022: \$5.13	\$7.87	\$7.87
New Mexico		\$10.50	1/1/2022	\$11.50	\$2.55	01/01/2022: \$2.80	\$7.95	01/01/2022: \$8.70
New Mexico	Albuquerque	\$9.50 (with healthcare and/or childcare benefits (note: this is less than the state minimum wage of \$10.50)) \$10.50 (without healthcare and/or childcare benefits)	1/1/2022		\$6.30	01/01/2022:	\$3.20-\$4.20	01/01/2022:
New Mexico	Bernalillo County	\$8.35 (with healthcare and/or childcare benefits (note: this is less than the state minimum wage of \$10.50)) \$9.35 (without healthcare and/or childcare benefits (note: this is less than the state minimum wage of \$10.50))	1/1/2022		\$2.13	\$2.13	\$6.22-\$7.22	01/01/2022:
New Mexico	Las Cruces	\$10.50	1/1/2022	\$11.50	\$4.20	01/01/2022: \$4.60	\$6.30	01/01/2022: \$6.90
New Mexico	Santa Fe	\$12.32	3/1/2022		\$2.55	01/01/2022: \$2.80	\$9.77	01/01/2022:
New Mexico	Santa Fe County	\$12.32	3/1/2022		\$3.69	03/01/2022:	\$8.63	03/01/2022:
New York	New York City	\$15.00 (both fast food employees and non-fast food employees)	N/A	N/A	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
New York	Nassau County, Suffolk County and Westchester County	\$14.00 (non-fast food employees) \$15.00 (fast food employees)	12/31/2021	\$15.00 (both fast food employees and non-fast food employees)	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
New York	Except New York City, Nassau County, Suffolk County and Westchester County	\$12.50 (non-fast food employees) \$15.00 (fast food employees)	12/31/2021		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
North Carolina		\$7.25	N/A	N/A	\$2.13	\$2.13	\$5.12	\$5.12
North Dakota		\$7.25	N/A	N/A	\$4.86	\$4.86	\$2.39	\$2.39
Ohio		\$8.80	1/1/2022	\$9.30	\$4.40	01/01/2022: \$4.65	\$4.40	01/01/2022: \$4.65
Oklahoma		\$7.25	N/A	N/A	\$3.63	\$3.63	\$3.62	\$3.62
Oregon	Nonrural Counties	\$12.75	7/1/2022	\$13.50	Prohibited	Prohibited	Prohibited	Prohibited
Oregon	Rural Counties	\$12.00	7/1/2022	\$12.50	Prohibited	Prohibited	Prohibited	Prohibited
Oregon	Portland Area	\$14.00	7/1/2022	\$14.75	Prohibited	Prohibited	Prohibited	Prohibited
Pennsylvania		\$7.25	N/A	N/A	\$2.83	\$2.83	\$4.42	\$4.42
Rhode Island		\$11.50	1/1/2022	\$12.25	\$7.61	01/01/2022: \$8.36	\$3.89	\$3.89
South Carolina		No state minimum wage (federal rate of \$7.25 typically applies)	N/A	N/A	N/A	N/A	N/A	N/A
South Dakota		\$9.45	1/1/2022	\$9.95	\$4.725	01/01/2022: \$4.975	\$4.725	01/01/2022: \$4.975
Tennessee		No state minimum wage (federal rate of \$7.25 typically applies)	N/A	N/A	N/A	N/A	N/A	N/A
Texas		\$7.25	N/A	N/A	\$2.13	\$2.13	\$5.12	\$5.12
Utah		\$7.25	N/A	N/A	\$2.13	\$2.13	\$5.12	\$5.12
Vermont		\$11.75	1/1/2022	\$12.55	\$5.88	01/01/2022: \$6.28	\$5.87	01/01/2022: \$6.27
Virginia		\$9.50	1/1/2022	\$11.00	\$2.13	\$2.13	\$7.37	01/01/2022: \$8.87
Washington		\$13.69	1/1/2022	\$14.49	Prohibited	Prohibited	Prohibited	Prohibited
Washington	Seattle	\$15.00 (Schedule 2 Employers) \$16.69 (Schedule 1 Employers and Schedule 2 Employers Minimum Compensation)	1/1/2022	\$15.75 (Schedule 2 Employers), \$17.27 (Schedule 1 Employers and Schedule 2 Employers Minimum Compensation)				
West Virginia		\$8.75	N/A	N/A	\$2.62	\$2.62	\$6.13	\$6.13
Wisconsin		\$7.25	N/A	N/A	\$2.33	\$2.33	\$4.92	\$4.92
Wyoming		\$5.15 (federal rate of \$7.25 typically applies)	N/A	N/A	\$2.13	\$2.13	\$3.02	\$3.02
11/23/2021								