



State and Local Minimum and Tipped Wage Rates

As of January 2023



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2023 State Minimum and Tipped Wages Rates

The federal Fair Labor Standards Act (FLSA) establishes minimum wage and overtime requirements for virtually all employers. If you think your business or employee isn't covered by the FLSA, we recommend consulting an employment law attorney. The current federal minimum wage is \$7.25 per hour. The FLSA generally allows employers to take a tip credit and pay a minimum base wage of \$2.13 per hour to tipped employees who regularly receive more than \$30 per month in tips as long as the base wage and tips equal at least \$7.25 per hour.

Many states and localities also have minimum wage laws with requirements that differ from the FLSA, including restrictions on taking a tip credit. If an employee is covered by more than one minimum wage law, the employee is entitled to the higher minimum wage. State rates that are lower than the FLSA aren't included in this chart because of the unlikelihood that both an employer and an employee are exempt from the FLSA. Review local minimum wages beginning on page 6.

This chart reflects the current state and local minimum and tipped wage rates in effect as of January 1, 2023. It does not include minimum wage requirements that apply to specific types of employers or employees (e.g. home health aides, minors) or to public contracts. The coverage column provides the general coverage of the law and not all the exemptions from coverage. If there is no information listed in the state's "coverage" column, then the state minimum wage law generally applies to all employers. If a state does not have a minimum wage law, then employers must comply with the FLSA. This chart does not include overtime, premium pay, or hazard pay requirements or cover additional requirements to take a tip credit beyond the monthly tip threshold.

Jurisdiction	Coverage	Minimum Wage as of January 2, 2023	Minimum Base Wage for Tipped Employees	Monthly Tip Minimum for Tip Credit
Alabama	No state minimum wage law. Follow the FLSA	\$7.25 (FLSA)	\$2.13 (FLSA)	More than \$30.00 (FLSA)
Alaska		\$10.85	Tip credits not allowed	
Arizona		\$13.85	\$10.85	
Arkansas	Employers with 4 or more employees	\$11.00	\$2.63	More than \$20.00
California		\$15.50	Tip credits not allowed	
Colorado		\$13.65	\$10.63	More than \$30.00
Connecticut		\$14.00	Hotels and restaurants: \$6.38 Bartenders: \$8.23 Other service employees: \$13.65	More than \$30.00 (FLSA)
Delaware		\$11.75	\$2.23	More than \$30.00
District of Columbia		\$16.10	\$6.00	More than \$30.00 (FLSA)

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Jurisdiction	Coverage	Minimum Wage as of January 2, 2023	Minimum Base Wage for Tipped Employees	Monthly Tip Minimum for Tip Credit
Florida		\$11.00	\$7.98	More than \$30.00
Georgia	The state rate is lower than the federal rate. Follow the FLSA.	\$7.25 (FLSA)	\$2.13 (FLSA)	More than \$30.00 (FLSA)
Hawaii		\$12.00	\$11.00	More than \$20.00 and must earn at least \$19.00 per hour
Idaho		\$7.25	\$3.35	More than \$30.00
Illinois	Employers with 4 or more employees	\$13.00	\$7.80	\$20.00
Indiana	Employers with 2 or more employees	\$7.25	\$2.13	More than \$30.00 (FLSA)
Iowa		\$7.25	\$4.35	More than \$30.00
Kansas		\$7.25	\$2.13	\$20.00
Kentucky		\$7.25	\$2.13	More than \$30.00
Louisiana	No state minimum wage law. Follow the FLSA	\$7.25 (FLSA)	\$2.13 (FLSA)	More than \$30.00 (FLSA)
Maine		\$13.80	\$6.90	More than \$175.00
Maryland	Employers with 14 or fewer employees	\$12.80	\$3.63	More than \$30.00
	Employers with 15 or more employees	\$13.25	\$3.63	More than \$30.00
Massachusetts		\$15.00	\$6.75	More than \$20.00
Michigan	Employers with 2 or more employees	\$10.10	\$3.84	More than \$30.00 (FLSA)
Minnesota	Employers with less than \$500,000 annual gross revenues	\$8.63	Tip credits not allowed	
	Employers with \$500,000 or more annual gross revenues	\$10.59		

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Mississippi	No state minimum wage law. Follow the FLSA.	\$7.25 (FLSA)	\$2.13 (FLSA)	More than \$30.00 (FLSA)
Missouri		\$12.00	\$6.00	More than \$30.00 (FLSA)
Montana	Employers with annual gross sales of more than \$110,000	\$9.95	Tip credits not allowed	
Nebraska	Employers with 4 or more employees	\$10.50	\$2.13	More than \$30.00 (FLSA)
Nevada	Employers that offer qualifying health benefits	\$9.50	Tip credits not allowed	
	Employers that don't offer qualifying health benefits	\$10.50	Tip credits not allowed	
New Hampshire		\$7.25	\$3.27	More than \$30.00
New Jersey	Employers with 6 or more employees	\$14.13	\$5.26	More than \$30.00
	Seasonal employers and employees	\$12.93	Employers can't take a tip credit unless the employee makes at least \$14.13 an hour	
New Mexico		\$12.00	\$3.00	More than \$30.00
New York	Upstate	\$14.20	Food service employees: \$9.45 Service employees: \$11.85	More than \$.30.00 (FLSA) More than \$.30.00 (FLSA)
	New York City	\$15.00	Food service employees: \$10.00 Service employees: \$12.50	More than \$.30.00 (FLSA) More than \$.30.00 (FLSA)
	Long Island and Westchester County	\$15.00	Food service employees: \$10.00 Service employees: \$12.50	More than \$.30.00 (FLSA) More than \$.30.00 (FLSA)
North Carolina		\$7.25	\$2.13	More than \$30.00
North Dakota		\$7.25	\$4.86	More than \$30.00

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Jurisdiction	Coverage	Minimum Wage as of January 2, 2023	Minimum Base Wage for Tipped Employees	Monthly Tip Minimum for Tip Credit
Ohio	Employers that gross \$372,000 or more per year	\$10.10	\$5.05	More than \$30.00 (FLSA)
Oklahoma	Employers with 10 or more full-time employees in one location or more than \$100,000 in annual business	\$7.25	\$3.63	More than \$30.00 (FLSA)
Oregon	Standard	\$13.50	Tip credits not allowed	
	Portland metro	\$14.75		
	Nonurban counties	\$12.50		
Pennsylvania		\$7.25	\$2.83	More than \$135.00
Rhode Island		\$13.00	\$3.89	More than \$30.00
South Carolina	No state minimum wage law. Follow the FLSA.	\$7.25 (FLSA)	\$2.13 (FLSA)	More than \$30.00 (FLSA)
South Dakota		\$10.80	\$5.40	More than \$30.00
Tennessee	No state minimum wage law. Follow the FLSA.	\$7.25 (FLSA)	\$2.13 (FLSA)	More than \$30.00 (FLSA)
Texas		\$7.25	\$2.13	More than \$30.00
Utah	Employers with 2 or more employees	\$7.25	\$2.13	\$30.00
Vermont	Employers with 2 or more employees	\$13.18	\$6.59	More than \$30.00
Virginia		\$12.00	\$2.13 (FLSA)	More than \$30.00
Washington		\$15.74	Tip credits not allowed	
West Virginia	Employers with 6 or more nonexempt employees at one worksite	\$8.75	\$2.62	More than \$30.00 (FLSA)
Wisconsin		\$7.25	\$2.33	More than \$30.00 (FLSA)
Wyoming		\$7.25 (FLSA)	\$2.13	More than \$30.00

Local Minimum and Tipped Wages Rates

Jurisdiction	Locality	Coverage	Minimum Wage as of January 1, 2023	Minimum Base Wage for Tipped Employees	Monthly Tip Minimum for Tip Credit
Arizona	Flagstaff		\$16.80	\$14.80	
	Tucson		\$13.85	\$10.85	
California	Alameda City		\$15.75	\$3.63	More than \$30.00 (FLSA)
	Belmont		\$16.75		
	Berkely		\$16.99		
	Burlingame		\$16.47		
	Cupertino		\$17.20		
	Daly City		\$16.07		
	East Palo Alto		\$16.50		
	El Cerrito		\$17.35		
	Emeryville		\$17.68		
	Foster City	Employers that have a business license from Foster City	\$16.50		
	Fremont		\$16.00		
	Half Moon Bay		\$16.45		
	Hayward	Employers with 25 or fewer employees	\$15.50 (state rate)		
		Employers with 26 or more employees	\$16.34		

Local Minimum and Tipped Wages Rates

Jurisdiction	Locality	Coverage	Minimum Wage as of January 1, 2023	Minimum Base Wage for Tipped Employees	Monthly Tip Minimum for Tip Credit
California (cont'd)	Long Beach	Hotel employers (100 or more guest rooms)	\$16.73		
		Employers of concessionaires at the Long Beach Airport and Long Beach Convention Center	\$16.55		
	Los Altos		\$17.20		
	Los Angeles City	General	\$16.04		
	Los Angeles County (unincorporated areas)		\$15.96		
	Malibu		\$15.96		
	Menlo Park		\$16.20		
	Milipitas		\$16.40		
	Mountain View	Employers that are subject to the Mountain View Business License Tax or that maintain a facility in Mountain View	\$18.15		
	Novato	Business with 1 - 25 employees	\$15.53		
	Oakland	Business with 26 - 99 employees	\$16.07		
		Business with 100+ employees	\$16.32		
	Palo Alto		\$17.25		
	Pasadena		\$16.11		

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Jurisdiction	Locality	Coverage	Minimum Wage as of January 1, 2023	Minimum Base Wage for Tipped Employees	Monthly Tip Minimum for Tip Credit	
California (cont'd)	Petaluma		\$17.06			
	Redwood City		\$17.00			
	Richmond		Employers that offer qualifying health benefits	\$15.50 (state rate)		
			Employers that don't offer qualifying health benefits	\$16.17		
	San Carlos		\$16.32			
	San Diego		\$16.30			
	San Francisco		\$16.99			
	San Jose		\$17.00			
	San Mateo City		\$16.75			
	Santa Clara City		\$17.20			
	Santa Monica		General	\$15.96		
			Hotel Employees	\$18.17		
	Sana Rosa		\$17.06			

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California (cont'd)	Sonoma City	Employers with 25 or fewer employees	\$16.00		
		Employers with 26 or more employees	\$17.00		
	South San Francisco		\$16.70		
	Sunnyvale		\$17.95		
	West Hollywood	Employers with 49 or fewer employees	\$17.00		
		Employers with 50 or more employees	\$17.50		
		Hotel employees	\$18.35		
Colorado	Denver		\$17.29	\$14.27	More than \$30.00 (state and FLSA)
Illinois	Chicago	Employers with 4-20 employees	\$14.50	\$8.70	More than \$30.00
		Employers with 21 or more employees	\$15.40	\$9.24	More than \$30.00
	Cook County		\$13.35	\$7.40	More than \$30.00
Maine	Portland		\$14.00	\$7.00	More than \$135.00 (state law)
	Rockland	Employers with 26 or more employees	\$14.00	\$7.00	More than \$135.00 (state law)

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Jurisdiction	Locality	Coverage	Minimum Wage as of January 1, 2023	Minimum Base Wage for Tipped Employees	Monthly Tip Minimum for Tip Credit
Maryland	Howard County	Employers with 14 or fewer employees and qualifying nonprofits, home-health or community-based service providers, and food service facilities.	\$13.25	\$3.63	More than \$30.00
		Employers with 15 or more employees	\$15.00	\$3.63	More than \$30.00
	Montgomery County	Employers with 10 or fewer employees	\$14.00	\$4.00	More than \$30.00
		Employers with 11 - 50 employees (including employers with 11 or more employees that are qualifying nonprofits or home-health or community-based service providers)	\$14.50	\$4.00	More than \$30.00
		Employers with 51 or more employees	\$15.65	\$4.00	More than \$30.00
Minnesota	Minneapolis	Employers with 1-100 employees	\$13.50		
		Employers with 101 or more employees	\$15.19		
	St. Paul	Employers with 1-5 employees	\$10.75		
		Employers with 6-100 employees	\$12.00		
		Employers with 101-10,000 employees	\$13.50		
		Employers with 10,001 or more employees	\$15.19		

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New Mexico	Albuquerque		\$12.00	\$7.20	More than \$30.00 (state law)
	Las Cruces		\$12.00	\$4.78	More than \$30.00 per week
	Santa Fe (city)		\$12.95	\$3.00 (state rate)	More than \$100.00
	Santa Fe County		\$12.95	\$3.88	More than \$30.00
New York	See New York State rates				
Washington	SeaTac	Hospitality and transportation employers	\$19.06		
	Seattle	Employers with 1-500 employees and qualifying health benefits	\$16.50		
		Employers with 1-500 employees without qualifying health benefits	\$18.69		
		Employers with 501 or more employees	\$18.69		