

**2024 MINIMUM WAGE INCREASES**  
(STATE AND MAJOR LOCALITY)

STATE	MINIMUM WAGE	MAXIMUM TIP CREDIT	MINIMUM CASH WAGE: TIPPED EMPLOYEES
<b>Alaska</b>	\$10.85 (effective as of January 1, 2023) \$11.73 (effective January 1, 2024)	Tip credit not allowed	Tip credit not allowed
<b>Arizona</b>	\$13.85 (effective as of January 1, 2023) \$14.35 (effective January 1, 2024)  <b>Flagstaff:</b> \$16.80 (effective as of January 1, 2023) \$17.40 (effective January 1, 2024)  <b>Tucson:</b> \$13.85 (effective as of January 1, 2023) \$14.35 (effective January 1, 2024)* \$15.00 (effective January 1, 2025) <i>*Originally announced as \$14.25, but increased to \$14.35 in accordance with state minimum wage.</i>	\$3.00 (currently effective) (set tip credit amount)  <b>Flagstaff:</b> \$2.00 (effective as of January 1, 2023) \$1.50 (effective January 1, 2024) \$1.00 (effective January 1, 2025)  <b>Tucson:</b> \$3.00 (currently effective) (state rate)	\$10.85 (effective as of January 1, 2023) \$11.35 (effective January 1, 2024)  <b>Flagstaff:</b> \$14.80 (effective as of January 1, 2023) \$15.90 (effective January 1, 2024)  <b>Tucson:</b> \$10.85 (effective as of January 1, 2023) \$11.35 (effective January 1, 2024) \$12.00 (effective January 1, 2025)
<b>California</b>  <i>*Reminder: includes several major California localities but is not exhaustive of localities with January 1, 2024, increases.</i>	\$15.50 (effective as of January 1, 2023) \$16.00 (effective January 1, 2024)  <b>Oakland:</b> \$15.97 (effective as of January 1, 2023) \$16.50 (effective January 1, 2024)  <b>San Diego:</b> \$16.30 (effective as of January 1, 2023) \$16.85 (effective January 1, 2024)  <b>San Jose:</b> \$17.00 (effective as of January 1, 2023) \$17.55 (effective January 1, 2024)	Tip credit not allowed	Tip credit not allowed
<b>Colorado</b>	\$13.65 (effective as of January 1, 2023) \$14.42 (effective January 1, 2024)	\$3.02 (currently effective) (set rate)	\$10.63 (effective as of January 1, 2023) \$11.40 (effective January 1, 2024)

STATE	MINIMUM WAGE	MAXIMUM TIP CREDIT	MINIMUM CASH WAGE: TIPPED EMPLOYEES
	<p><b>Boulder County – unincorporated areas:*</b>  <b>\$15.69 (effective January 1, 2024)</b>            \$16.57 (effective January 1, 2025)            \$17.99 (effective January 1, 2026)            \$19.53 (effective January 1, 2027)            \$21.21 (effective January 1, 2028)            \$23.03 (effective January 1, 2029)            \$25.00 (effective January 1, 2030)  <i>Adjusted annually thereafter.</i>  <i>*New local minimum wage ordinance passed Nov. 2023.</i></p> <p><b>Denver:</b>            \$17.29 (effective as of January 1, 2023)  <b>\$18.29 (effective January 1, 2024)</b></p>	<p><b>Boulder County – unincorporated areas:*</b>            \$3.02 (currently effective) (set rate, same as state)</p> <p><b>Denver:</b>            \$3.02 (current) (set rate, same as state)</p>	<p><b>Boulder County – unincorporated areas:*</b>  <b>\$12.67 (effective January 1, 2024)</b></p> <p><b>Denver:</b>            \$14.27 (effective as of January 1, 2023)  <b>\$15.27 (effective January 1, 2024)</b></p>
<b>Connecticut</b>	<p>\$15.00 (effective as of June 1, 2023)  <b>\$15.69 (effective January 1, 2024)</b></p>	<p><u>Tipped service employees other than bartenders:</u>            \$8.62 (effective as of June 1, 2023)  <b>\$9.31 (effective January 1, 2024)</b></p> <p><u>Bartenders:</u>            \$6.77 (effective June 1, 2023)  <b>\$7.46 (effective January 1, 2024)</b></p>	<p><u>Tipped service employees other than bartenders:</u>            \$6.38 (currently effective) (set cash wage amount)</p> <p><u>Bartenders:</u>            \$8.23 (currently effective) (set cash wage amount)</p>
<b>Delaware</b>	<p>\$11.75 (effective as of January 1, 2023)  <b>\$13.25 (effective January 1, 2024)</b>            \$15.00 (effective January 1, 2025)</p>	<p>\$9.52 (effective as of January 1, 2023)  <b>\$11.02 (effective January 1, 2024)</b>            \$12.77 (effective January 1, 2025)</p>	<p>\$2.23 (currently effective) (set cash wage amount)</p>
<b>Florida</b>	<p>\$12.00 (effective as of September 30, 2023)            \$13.00 (effective September 30, 2024)            \$14.00 (effective September 30, 2025)            \$15.00 (effective September 30, 2026)</p>	<p>\$3.02 (currently effective) (no change)</p>	<p>\$8.98 (effective as of September 30, 2023)            \$9.98 (effective September 30, 2024)            \$10.98 (effective September 30, 2025)            \$11.98 (effective September 30, 2026)</p>

STATE	MINIMUM WAGE	MAXIMUM TIP CREDIT	MINIMUM CASH WAGE: TIPPED EMPLOYEES
<b>Hawaii</b>	\$12.00 (effective as of October 1, 2022) <b>\$14.00 (effective January 1, 2024)</b> \$16.00 (effective January 1, 2026) \$18.00 (effective January 1, 2028)	\$1.00 (effective as of October 1, 2022)* <b>\$1.25 (effective January 1, 2024)*</b> \$1.25 (effective January 1, 2026)* \$1.50 (effective January 1, 2028)*  <i>*Provided that wages plus tips equal at least \$7.00 more than the applicable minimum wage</i>	\$11.00 (effective as of October 1, 2022) <b>\$12.75 (effective January 1, 2024)</b> \$14.75 (effective January 1, 2026) \$16.50 (effective January 1, 2028)
<b>Illinois</b>	\$13.00 (effective as of January 1, 2023) <b>\$14.00 (effective January 1, 2024)</b> \$15.00 (effective January 1, 2025)  <b>Cook County:</b> \$13.70 (effective as of July 1, 2023) <b>\$14.00 (effective January 1, 2024)</b>	\$5.20 (effective January 1, 2023) <b>\$5.60 (effective January 1, 2024)</b> \$6.00 (effective January 1, 2025)  <b>Cook County</b> \$5.70 (effective as of July 1, 2023) <b>\$5.60 (effective January 1, 2024)</b>	\$7.80 (effective January 1, 2023) <b>\$8.40 (effective January 1, 2024)</b> \$9.00 (effective January 1, 2025)  <b>Cook County:</b> \$8.00 (effective as of July 1, 2023) <b>\$8.40 (effective January 1, 2024)</b>
<b>Maine</b>	\$13.80 (effective as of January 1, 2023) <b>\$14.15 (effective January 1, 2024)</b>  <b>Portland:</b> \$14.00 (effective as of January 1, 2023) <b>\$15.00 (effective January 1, 2024)</b>	\$6.90 (effective as of January 1, 2023) <b>\$7.07 (effective January 1, 2024)</b>  <b>Portland:</b> \$7.00 (effective as of January 1, 2023) <b>\$7.50 (effective January 1, 2024)</b>	\$6.90 (effective as of January 1, 2023) <b>\$7.08 (effective January 1, 2024)</b>  <b>Portland:</b> \$7.00 (effective as of January 1, 2023) <b>\$7.50 (effective January 1, 2024)</b>
<b>Maryland</b>	<u>Employers with 15 or more employees:</u> \$13.25 (effective as of January 1, 2023) <b>\$15.00 (effective January 1, 2024)*</b>  <u>Employers with 14 or fewer employees:</u> \$12.80 (effective as of January 1, 2023) <b>\$15.00 (effective January 1, 2024)*</b>  <b>Montgomery County:</b> <u>Employers with 51 or more employees:</u> \$16.70 (effective as of July 1, 2023)  <u>Employers with 11–50 employees:</u> \$15.00 (effective as of July 1, 2023)  <u>Employers with 10 or fewer employees:</u>	<u>Employers with 15 or more employees:</u> \$9.62 (effective as of January 1, 2023) <b>\$11.37 (effective January 1, 2024)</b>  <u>Employers with 14 or fewer employees:</u> \$9.17 (effective as of January 1, 2023) <b>\$11.37 (effective January 1, 2024)</b>  <b>Montgomery County:</b> <u>Employers with 51 or more employees:</u> \$12.70 (effective as of July 1, 2023)  <u>Employers with 11–50 employees:</u> \$11.00 (effective as of July 1, 2023)  <u>Employers with 10 or fewer employees:</u>	\$3.63 (currently effective) (set cash wage amount)       <b>Montgomery County:</b> <u>Employers with 51 or more employees:</u> \$4.00 (currently effective) (set cash wage amount)  <u>Employers with 50 or fewer employees:</u> \$4.00 (currently effective) (set cash wage amount)

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	\$14.50 (effective as of July 1, 2023) \$15.00 (effective January 1, 2024)	\$10.50 (effective as of July 1, 2023) \$11.00 (effective January 1, 2024)	
<b>Michigan</b>	\$10.10 (effective as of January 1, 2023) \$10.33 (effective January 1, 2024)	\$6.26 (effective as of January 1, 2023) \$6.40 (effective January 1, 2024)	\$3.84 (effective as of January 1, 2023) \$3.93 (effective January 1, 2024)
<b>Minnesota</b>	<p><u>Large Employers</u> (annual gross revenues of \$500,000 or more): \$10.59 (effective as of January 1, 2023) \$10.85 (effective January 1, 2024)</p> <p><u>Small Employers</u> (annual gross revenues of less than \$500,000): \$8.63 (effective as of January 1, 2023) \$8.85 (effective January 1, 2024)</p> <p><b>Minneapolis:</b> <u>Large Employers</u> (more than 100 total employees): \$15.19 (effective as of January 1, 2023) \$15.57 (effective January 1, 2024)</p> <p><u>Small Employers</u> (100 or fewer total employees): \$14.50 (effective as of July 1, 2023) \$15.57 (effective July 1, 2024)*</p> <p><i>*Will increase to account for inflation every subsequent January 1.</i></p> <p><b>St. Paul:</b> <u>Macro Businesses</u> (10,001 or more total employees) + <u>City</u>: \$15.19 (effective as of January 1, 2023) \$15.57 (effective January 1, 2024)</p> <p><u>Large Businesses</u> (101 to 10,000 total employees): \$15.00 (effective as of July 1, 2023) \$15.57 (effective July 1, 2024)</p> <p><u>Small Businesses</u> (6 to 100 total employees):</p>	Tip credit not allowed	Tip credit not allowed

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	\$13.00 (effective as of July 1, 2023) \$14.00 (effective July 1, 2024) \$15.00 (effective July 1, 2025)  <u>Micro Businesses</u> (5 or fewer employees): \$11.50 (effective as of July 1, 2023) \$12.25 (effective July 1, 2024) \$13.25 (effective July 1, 2025) \$14.25 (effective July 1, 2026) \$15.00 (effective July 1, 2027)		
<b>Missouri</b>	\$12.00 (effective as of January 1, 2023) \$12.30 (effective January 1, 2024)	\$6.00 (effective as of January 1, 2023) \$6.15 (effective January 1, 2024)	\$6.00 (effective as of January 1, 2023) \$6.15 (effective January 1, 2024)
<b>Montana</b>	\$9.95 (effective as of January 1, 2023) \$10.30 (effective January 1, 2024)	Tip credit not allowed	Tip credit not allowed
<b>Nebraska</b>	\$10.50 (effective as of January 1, 2023) \$12.00 (effective January 1, 2024) \$13.50 (effective January 1, 2025) \$15.00 (effective January 1, 2026)	\$8.37 (effective as of January 1, 2023) \$9.87 (effective January 1, 2024) \$11.37 (effective January 1, 2025) \$12.87 (effective January 1, 2026)	\$2.13 (currently effective) (set cash wage amount)
<b>Nevada</b>	<u>Employers offering qualified health insurance benefits:</u> \$10.25 (effective as of July 1, 2023) \$12.00 (effective July 1, 2024)  <u>Employers that do not offer qualified health insurance benefits:</u> \$11.25 (effective as of July 1, 2023) \$12.00 (effective July 1, 2024)	Tip credit not allowed	Tip credit not allowed

STATE	MINIMUM WAGE	MAXIMUM TIP CREDIT	MINIMUM CASH WAGE: TIPPED EMPLOYEES
<b>New Jersey</b>	<p><u>Employers with 6 or more employees:</u> \$14.13 (effective as of January 1, 2023) <b>\$15.13 (effective January 1, 2024)</b></p> <p><u>Employers with 5 or fewer employees and seasonal employers:</u> \$12.93 (effective as of January 1, 2023) <b>\$13.73 (effective January 1, 2024)</b></p>	<p><u>Employers with 6 or more employees:</u> \$8.87 (effective as of January 1, 2023) <b>\$9.87 (effective January 1, 2024)</b></p> <p><u>Employers with 5 or fewer employees and seasonal employers:</u> \$7.57 (effective as of January 1, 2023) <b>\$8.47 (effective January 1, 2024)</b></p>	<p>\$5.26 (effective as of January 1, 2023) <i>No change for 2024.</i></p>
<b>New York</b>	<p>New York’s amended minimum wage statute sets forth different minimum wage rates for three different regions of the state:</p> <p><b>(1) New York City</b> <b>(2) “Remainder of downstate”</b> (Nassau, Suffolk, and Westchester Counties) <b>(3) “Remainder of state”</b> (Upstate—all areas outside NYC and Nassau/Suffolk/Westchester counties).</p> <p><b>New York City:</b> \$15.00 (currently effective) <b>\$16.00 (effective January 1, 2024)</b> \$16.50 (effective January 1, 2025) \$17.00 (effective January 1, 2026) <i>Adjusted based on CPI January 1, 2027 and thereafter.</i></p> <p><b>Remainder of Downstate—Nassau, Suffolk, and Westchester Counties:</b> \$15.00 (currently effective) <b>\$16.00 (effective January 1, 2024)</b> \$16.50 (effective January 1, 2025) \$17.00 (effective January 1, 2026) <i>Adjusted based on CPI January 1, 2027 and thereafter.</i></p> <p><b>Remainder of State—Upstate/all areas outside NYC and Nassau, Suffolk, and Westchester Counties:</b> \$14.20 (effective as of December 31, 2022) <b>\$15.00 (effective January 1, 2024)</b> \$15.50 (effective January 1, 2025)</p>	<p><i>Proposed state regulations issued October 4, 2023, if adopted, would result in the below increases (in italics) beginning in 2024:</i></p> <p><b>New York City:</b> <b>TIPPED SERVICE EMPLOYEES:</b> \$2.50 (currently effective) <b>\$2.65 (effective January 1, 2024)</b> <b>\$2.75 (effective January 1, 2025)</b> <b>\$2.85 (effective January 1, 2026)</b></p> <p><b>TIPPED FOOD SERVICE WORKERS:</b> \$5.00 (currently effective) <b>\$5.35 (effective January 1, 2024)</b> <b>\$5.50 (effective January 1, 2025)</b> <b>\$5.65 (effective January 1, 2026)</b></p> <p><b>Remainder of Downstate—Nassau, Suffolk, and Westchester Counties:</b> <b>TIPPED SERVICE EMPLOYEES:</b> \$2.50 (effective as of December 31, 2021) <b>\$2.65 (effective January 1, 2024)</b> <b>\$2.75 (effective January 1, 2025)</b> <b>\$2.85 (effective January 1, 2026)</b></p> <p><b>TIPPED FOOD SERVICE WORKERS:</b> \$5.00 (effective as of December 31, 2021) <b>\$5.35 (effective January 1, 2024)</b> <b>\$5.50 (effective January 1, 2025)</b> <b>\$5.65 (effective January 1, 2026)</b></p>	<p><i>Proposed state regulations issued October 4, 2023, if adopted, would result in the below increases (in italics) beginning in 2024:</i></p> <p><b>New York City:</b> <b>TIPPED SERVICE EMPLOYEES:</b> \$12.50 (currently effective) <b>\$13.35 (effective January 1, 2024)</b> <b>\$13.75 (effective January 1, 2025)</b> <b>\$14.15 (effective January 1, 2026)</b></p> <p><b>TIPPED FOOD SERVICE WORKERS:</b> \$10.00 (currently effective) <b>\$10.65 (effective January 1, 2024)</b> <b>\$11.00 (effective January 1, 2025)</b> <b>\$11.35 (effective January 1, 2026)</b></p> <p><b>Remainder of Downstate—Nassau, Suffolk, and Westchester Counties:</b> <b>TIPPED SERVICE EMPLOYEES:</b> \$12.50 (effective as of December 31, 2021) <b>\$13.35 (effective January 1, 2024)</b> <b>\$13.75 (effective January 1, 2025)</b> <b>\$14.15 (effective January 1, 2026)</b></p> <p><b>TIPPED FOOD SERVICE WORKERS:</b> \$10.00 (effective as of December 31, 2021) <b>\$10.65 (effective January 1, 2024)</b> <b>\$11.00 (effective January 1, 2025)</b> <b>\$11.35 (effective January 1, 2026)</b></p>

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	\$16.00 (effective January 1, 2026) <i>Adjusted based on CPI January 1, 2027 and thereafter.</i>	<b>Remainder of State—Upstate/all areas outside NYC and Nassau, Suffolk, and Westchester Counties:</b> <b>TIPPED SERVICE EMPLOYEES:</b> \$2.35 (effective as of December 31, 2022) <i>\$2.50 (effective January 1, 2024)</i> <i>\$2.60 (effective January 1, 2025)</i> <i>\$2.70 (effective January 1, 2026)</i>  <b>TIPPED FOOD SERVICE WORKERS:</b> \$4.75 (effective as of December 31, 2022) <i>\$5.00 (effective January 1, 2024)</i> <i>\$5.15 (effective January 1, 2025)</i> <i>\$5.30 (effective January 1, 2026)</i>	<b>Remainder of State—Upstate/all areas outside NYC and Nassau, Suffolk, and Westchester Counties:</b> <b>TIPPED SERVICE EMPLOYEES:</b> \$11.85 (effective as of December 31, 2022) <i>\$12.50 (effective January 1, 2024)</i> <i>\$12.90 (effective January 1, 2025)</i> <i>\$13.30 (effective January 1, 2026)</i>  <b>TIPPED FOOD SERVICE WORKERS:</b> \$9.45 (effective as of December 31, 2022) <i>\$10.00 (effective January 1, 2024)</i> <i>\$10.35 (effective January 1, 2025)</i> <i>\$10.70 (effective January 1, 2026)</i>
<b>Ohio</b>	\$10.10 (effective as of January 1, 2023) <i>\$10.45 (effective January 1, 2024)</i>  <u>Small Employers</u> (annual gross receipts of \$372,000* or less per year): \$7.25 (currently effective) <i>*Small employer threshold increasing to \$385,000 per year, effective January 1, 2024.</i>	\$5.05 (effective as of January 1, 2023) <i>\$5.20 (effective January 1, 2024)</i>	\$5.05 (effective as of January 1, 2023) <i>\$5.25 (effective January 1, 2024)</i>
<b>Rhode Island</b>	\$13.00 (effective as of January 1, 2023) <i>\$14.00 (effective January 1, 2024)</i> \$15.00 (effective January 1, 2025)	\$9.11 (effective as of January 1, 2023) <i>\$10.11 (effective January 1, 2024)</i> \$11.11 (effective January 1, 2025)	\$3.89 (currently effective)
<b>South Dakota</b>	\$10.80 (effective as of January 1, 2023) <i>\$11.20 (effective January 1, 2024)</i>	\$5.40 (effective as of January 1, 2023) <i>\$5.60 (effective January 1, 2024)</i>	\$5.40 (effective as of January 1, 2023) <i>\$5.60 (effective January 1, 2024)</i>
<b>Vermont</b>	\$13.18 (effective as of January 1, 2023) <i>\$13.67 (effective January 1, 2024)</i>	\$6.59 (effective as of January 1, 2023) <i>\$6.83 (effective January 1, 2024)</i>	\$6.59 (effective as of January 1, 2023) <i>\$6.84 (effective January 1, 2024)</i>
<b>Washington</b>	\$15.74 (effective as of January 1, 2023) <i>\$16.28 (effective January 1, 2024)</i>  <b>Seattle:</b>	Tip credit not allowed	Tip credit not allowed

STATE	MINIMUM WAGE	MAXIMUM TIP CREDIT	MINIMUM CASH WAGE: TIPPED EMPLOYEES
	<p><u>Large Employers</u> (more than 500 employees worldwide), regardless of payments toward an employee's medical benefits: \$18.69 (effective as of January 1, 2023) <b>\$19.97 (effective January 1, 2024)</b></p> <p><u>Small Employers</u> (500 or fewer employees worldwide) who do <u>not</u> contribute at least \$2.19* per hour toward an individual employee's medical benefits or in tips: \$18.69 (effective as of January 1, 2023) <b>\$19.97 (effective January 1, 2024)</b></p> <p><u>Small Employers</u> (500 or fewer employees worldwide) who <u>do</u> pay at least \$2.19* per hour toward an individual employee's medical benefits or in tips: \$16.50 (effective as of January 1, 2023) <b>\$17.25 (effective January 1, 2024)</b></p> <p><i>*Small employer benefit/tip threshold increases to \$2.72 per hour, effective January 1, 2024.</i></p> <p><b>SeaTac:</b> <i>Applicable only to Hospitality and Transportation Industry employers within the City:</i> \$19.06 (effective as of January 1, 2023) <b>\$19.71 (effective January 1, 2024)</b></p>		