

Bloomberg Law

Minimum Wage Chart: Rates and Credits

(General Industry, Private Sector Only)

[Note: Bloomberg Tax editors continually monitor developments and revise content as warranted.
All amounts in this chart are in effect as of Nov. 3, 2023, unless otherwise indicated.]

	Hourly Minimum Wage Rate	Future Hourly Minimum Wage Rate	Tipped Employees		Credit for Meals/ Lodging
			Minimum Cash Wage	Based on Maximum Credit of	
Federal	\$7.25	None	\$2.13	\$5.12	Yes
Alabama	No State-Mandated Minimum Wage				
Alaska	\$10.85	Indexed for Inflation	Tip Credit Not Allowed		None
Arizona	\$13.85	\$14.35 (Eff. 1/1/24)	\$10.85 (Eff. 1/1/24: \$11.35)	\$3	Yes
Arkansas	\$11	None	\$2.63	\$8.37	Yes
California	\$15.50 ⁴	\$16 (Eff. 1/1/24)	Tip Credit Not Allowed		Yes
Colorado	\$13.65	\$14.42 (Eff. 1/1/24)	\$10.63 (Eff. 1/1/24: \$11.40)	\$3.02	Yes
Connecticut	\$15	\$15.69 (Eff. 1/1/24)	Wait staff: \$6.38; Bartenders: \$8.23 ^{1, 4}	Wait staff: \$8.62 (Eff. 1/1/24: \$9.31); Bartenders: \$6.77 (Eff. 1/1/24: \$7.46) ⁴	Yes

			Tipped Employees		
	Hourly Minimum Wage Rate	Future Hourly Minimum Wage Rate	Minimum Cash Wage	Based on Maximum Credit of	Credit for Meals/Lodging
Delaware	\$11.75	\$13.25 (Eff. 1/1/24) ¹	\$2.23	\$9.52 (Eff. 1/1/24: \$11.02) ¹	None
District of Columbia	\$17	Indexed for Inflation	\$8 (Eff. 7/1/24: \$10) ¹	\$9	Yes
Florida	\$12	\$13 (Eff. 9/30/24) ¹	\$8.98 (Eff. 9/30/24: \$9.98) ¹	\$3.02	None
Georgia	\$5.15 ²	None	None ²	None	None
Hawaii	\$12	\$14 (Eff. 1/1/24) ¹	\$11 (Eff. 1/1/24: \$12.75) ^{1,3}	\$1 (Eff. 1/1/24: \$1.25) ^{1,3}	Yes
Idaho	\$7.25	None	\$3.35	\$3.90	Yes
Illinois	\$13	\$14 (Eff. 1/1/24) ¹	\$7.80 (Eff. 1/1/24: \$8.40) ¹	\$5.20 (Eff. 1/1/24: \$5.60) ¹	Yes
Indiana	\$7.25	None	\$2.13	\$5.12	None
Iowa	\$7.25	None	\$4.35	\$2.90	Yes
Kansas	\$7.25	None	\$2.13	\$5.12	None
Kentucky	\$7.25	None	\$2.13	\$5.12	None
Louisiana	No State-Mandated Minimum Wage				
Maine	\$13.80	\$14.15 (Eff. 1/1/24)	\$6.90 (Eff. 1/1/24: \$7.08)	\$6.90 (Eff. 1/1/24: \$7.07)	Yes

			Tipped Employees		
	Hourly Minimum Wage Rate	Future Hourly Minimum Wage Rate	Minimum Cash Wage	Based on Maximum Credit of	Credit for Meals/Lodging
Maryland	Employers with at least 15 employees: \$13.25; Employers with no more than 14 employees: \$12.80 ⁴	\$15 (Eff. 1/1/24) ^{1,4}	\$3.63	Employers with at least 15 employees: \$9.62; Employers with no more than 14 employees: \$9.17 (Eff. 1/1/24: \$11.27) ¹	Yes
Massachusetts	\$15	None	\$6.75	\$8.25	Yes
Michigan	\$10.10	\$10.33 (Eff. 1/1/24) ¹	\$3.84 (Eff. 1/1/24: \$3.93) ¹	\$6.26 (Eff. 1/1/24: \$6.40) ¹	None
Minnesota	Large employers: \$10.59; Small employers: \$8.63 ⁴	Large employers: \$10.85; Small employers: \$8.85 (Eff. 1/1/24) ⁴	Tips Credit Not Allowed		Yes
Mississippi	No State-Mandated Minimum Wage				
Missouri	\$12	\$12.30 (Eff. 1/1/24)	\$6 (Eff. 1/1/24: \$6.15)	\$6 (Eff. 1/1/24: \$6.15)	Yes
Montana	\$9.95 ⁴	\$10.30 (Eff. 1/1/24)	Tip Credit Not Allowed		Yes
Nebraska	\$10.50	\$12 (Eff. 1/1/24) ¹	\$2.13	\$8.37 (Eff. 1/1/24: \$9.87) ¹	None
Nevada	Employers not providing health benefits: \$11.25; Employers providing health benefits: \$10.25 ⁴	\$12 (Eff. 7/1/24) ^{1,4}	Tip Credit Not Allowed		Yes
New Hampshire	\$7.25	None	\$3.27	\$3.99	Yes

			Tipped Employees		
	Hourly Minimum Wage Rate	Future Hourly Minimum Wage Rate	Minimum Cash Wage	Based on Maximum Credit of	Credit for Meals/Lodging
New Jersey	Most employers: \$14.13; Seasonal employers and small employers with no more than five employees: \$12.93; Agricultural employers: \$12.01 Long-term care facility direct care staff: \$17.13 ⁴	Most employers: \$15.13; Seasonal employers and small employers with no more than five employees: \$13.93; Agricultural employers: \$12.81 Long-term care facility direct care staff: \$ 18.13 (Eff. 1/1/24) ^{1, 4}	\$5.26 ¹	\$8.87 (Eff. 1/1/24: \$9.87) ¹	Yes
New Mexico	\$12	None	\$3	\$9	None
New York	New York City and Nassau, Suffolk, and Westchester counties: \$15; Rest of the state: \$14.20 (Eff. 12/31/22) ⁵	New York City and Nassau, Suffolk, and Westchester counties: \$16; Rest of the state: \$15 (Eff. 1/1/24) ^{1, 5}	Varies By Occupation and Locations		Yes
North Carolina	\$7.25	None	\$2.13	\$5.12	Yes
North Dakota	\$7.25	None	\$4.86	\$2.39	Yes
Ohio	\$10.10 ⁴	\$10.45 (Eff. 1/1/24)	\$5.05 (Eff. 1/1/24: \$5.25)	\$5.05 (Eff. 1/1/24: \$5.20)	Yes
Oklahoma	\$7.25	None	\$3.63	\$3.63	Yes
Oregon	Portland Metro: \$15.45; Standard: \$14.20; Nonurban counties: \$13.20	Indexed for Inflation	Tip Credit Not Allowed		Yes

			Tipped Employees		
	Hourly Minimum Wage Rate	Future Hourly Minimum Wage Rate	Minimum Cash Wage	Based on Maximum Credit of	Credit for Meals/Lodging
Pennsylvania	\$7.25	None	\$2.83	\$4.42	Yes
Puerto Rico	\$9.50 ⁴	\$10.50 (Eff. 7/1/24) ¹	\$2.13	\$7.37 (Eff. 7/1/24: \$8.37)	None
Rhode Island	\$13	\$14 (Eff. 1/1/24) ¹	\$3.89	\$9.11 (Eff. 1/1/24: \$10.11)	None
South Carolina	No State-Mandated Minimum Wage				
South Dakota	\$10.80	\$11.20 (Eff. 1/1/24)	\$5.40 (Eff. 1/1/24: \$5.60)	\$5.40 (Eff. 1/1/24: \$5.60)	None
Tennessee	No State-Mandated Minimum Wage				
Texas	\$7.25	None	\$2.13	\$5.12	Yes
Utah	\$7.25	None	\$2.13	\$5.12	None
Vermont	\$13.18	\$13.67 (Eff. 1/1/24)	\$6.59 (Eff. 1/1/24: \$6.84) ⁶	\$6.59 (Eff. 1/1/24: \$6.83) ⁶	Yes
Virginia	\$12	\$13.50 (Eff. 1/1/25) ¹	\$2.13 ²	\$9.87 (Eff. 1/1/25: \$11.37)	Yes
Washington	\$15.74	\$16.28 (Eff. 1/1/24)	Tip Credit Not Allowed		None
West Virginia	\$8.75	None	\$2.62	\$6.13	Yes
Wisconsin	\$7.25	None	\$2.33 ⁷	\$4.92 ⁷	Yes
Wyoming	\$5.15 ²	None	\$2.13	\$3.02	None

¹See state summary for subsequent increases.

²Non-tipped employees subject to the Fair Labor Standards Act must be paid the federal hourly minimum wage rate of at least \$7.25 per hour, and tipped employees subject to the FLSA must be paid the federal hourly minimum wage rate of at least \$2.13 per hour.

³Employers can take a tip credit if the combined amount of the employee's wages and tips total at least \$7 more than the current hourly minimum wage, and the employee earns more than \$20 per month in tips.

⁴Different rates apply to certain employers/employees; see state summary for further information.

⁵Separate rates for fast food workers; see state summary for more information.

⁶Applies to hotel, motel, tourist and restaurant industry employees who earn at least \$120 per month in tips.

⁷Rate is for non-opportunity tipped employees; opportunity tipped employees must be paid a cash wage of at least \$2.13 an hour.