

## EY Payroll NewsFlash Workforce Tax Services

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### State minimum wage rates effective January 1, 2023

(Updated January 10, 2023. The chart below has been amended to show that the Michigan minimum wage is increased to \$10.10 effective January 1, 2023.)

Though the federal minimum wage remains at \$7.25 per hour, state (and local) minimum wage rates will increase in numerous jurisdictions on January 1, 2023 (dates of change other than January 1 are shown in the effective date column in the chart below). Increases in the minimum wage can be the result of voter approval, law changes or because of annual inflation adjustments.

Employers should be aware of differences in localities that independently set a minimum wage for employees working within their city or county limits (for example, several cities in California).

The chart below shows the minimum wage rates that apply in 2023 as reported by the respective agencies as of December 21, 2022.

State minimum wage that applies in 2023 (As of December 21, 2022)			
State/jurisdiction	Minimum wage	Effective date (if after December 31, 2021)	For more information
Alabama	No state minimum wage*		<a href="#">Link</a>
Alaska	\$10.85	January 1, 2023	<a href="#">Link</a>

State minimum wage that applies in 2023  
(As of December 21, 2022)

State/jurisdiction	Minimum wage	Effective date (if after December 31, 2021)	For more information
Arizona	\$13.85 (a higher local minimum wage may apply)	January 1, 2023	<a href="#">Link</a>
Arkansas	\$11.00		<a href="#">Link</a>
California	\$15.50 for all employers (note that a higher local minimum wage may apply)	January 1, 2023	<a href="#">Link</a>
Colorado	\$13.65 (\$17.29 for <a href="#">Denver</a> )	January 1, 2023	<a href="#">Link</a>
Connecticut	\$14.00	July 1, 2022	<a href="#">Link</a>
Delaware	\$11.75	January 1, 2023	<a href="#">Link</a>
District of Columbia	\$16.10	July 1, 2022	<a href="#">Link</a>
Florida	\$11.00	September 30, 2022	<a href="#">Link</a>
Georgia	\$5.15*		<a href="#">Link</a>
Hawaii	\$12.00	October 1, 2022	<a href="#">Link</a>
Idaho	\$7.25		<a href="#">Link</a>
Illinois	\$13.00 ( <a href="#">Chicago</a> is \$15.40 if 21 or more employees, \$14.50 if 4 to 20 employees; <a href="#">Cook County</a> is \$13.35)	January 1, 2023	<a href="#">Link</a>
Indiana	\$7.25		<a href="#">Link</a>
Iowa	\$7.25		<a href="#">Link</a>
Kansas	\$7.25		<a href="#">Link</a>
Kentucky	\$7.25		<a href="#">Link</a>
Louisiana	No state minimum wage*		<a href="#">Link</a>
Maine	\$13.80 (\$14.00 for <a href="#">Portland</a> and <a href="#">Rockland</a> )	January 1, 2023	<a href="#">Link</a>
Maryland	\$13.25 for employers with	January 1, 2023	<a href="#">Link</a>

State minimum wage that applies in 2023  
(As of December 21, 2022)

State/jurisdiction	Minimum wage	Effective date (if after December 31, 2021)	For more information
	15 or more employees; \$12.80 for employers with 14 or fewer employees (a higher county minimum wage may apply)		
Massachusetts	\$15.00	January 1, 2023	<a href="#">Link</a>
Michigan	\$10.10 (May increase again 2-19-2023 to \$13.03 pending ongoing litigation)	January 1, 2023	<a href="#">Link</a>
Minnesota	\$10.59 for large employers, \$8.63 for small employers (a higher minimum wage applies in <a href="#">Minneapolis</a> and <a href="#">St. Paul</a> )	January 1, 2023	<a href="#">Link</a>
Mississippi	No state minimum wage*		<a href="#">Link</a>
Missouri	\$12.00	January 1, 2023	<a href="#">Link</a>
Montana	\$9.95	January 1, 2023	<a href="#">Link</a>
Nebraska	\$10.50	January 1, 2023	<a href="#">Link</a>
Nevada	\$9.50 for employers that offer/make available qualifying health benefits, \$10.50 for other employers	July 1, 2022	<a href="#">Link</a>
New Hampshire	\$7.25		<a href="#">Link</a>
New Jersey	\$14.13 (\$12.70 for employers	January 1, 2023	<a href="#">Link</a>

State minimum wage that applies in 2023  
(As of December 21, 2022)

State/jurisdiction	Minimum wage	Effective date (if after December 31, 2021)	For more information
	with fewer than 6 employees or seasonal employers)		
New Mexico	\$12.00 ( <a href="#">local</a> minimum wage may be higher)	January 1, 2023	<a href="#">Link</a>
New York	\$14.20 (\$15.00 for Long Island, New York City and Rochester)	December 31, 2022	<a href="#">Link</a>
North Carolina	\$7.25		<a href="#">Link</a>
North Dakota	\$7.25		<a href="#">Link</a>
Ohio	\$10.10	January 1, 2023	<a href="#">Link</a>
Oklahoma	\$7.25		<a href="#">Link</a>
Oregon	\$13.50 (standard), \$14.75 (Portland Metro), \$12.50 (nonurban counties)	July 1, 2022	<a href="#">Link</a>
Pennsylvania	\$7.25 (A higher minimum wage applies to contractors and subcontractors of the city of <a href="#">Philadelphia</a> )		<a href="#">Link</a>
Rhode Island	\$13.00	January 1, 2023	<a href="#">Link</a>
South Carolina	No state minimum wage*		<a href="#">Link</a>
South Dakota	\$10.80	January 1, 2023	<a href="#">Link</a>
Tennessee	No state minimum wage*		<a href="#">Link</a>
Texas	\$7.25		<a href="#">Link</a>

State minimum wage that applies in 2023  
(As of December 21, 2022)

State/jurisdiction	Minimum wage	Effective date (if after December 31, 2021)	For more information
Utah	\$7.25		<a href="#">Link</a>
Vermont	\$13.18	January 1, 2023	<a href="#">Link</a>
Virginia	\$12.00	January 1, 2023	<a href="#">Link</a>
Washington	\$15.74 (higher local minimum wage rate may apply for <a href="#">Seattle</a> and <a href="#">SeaTac</a> )	January 1, 2023	<a href="#">Link</a>
West Virginia	\$8.75 for employers with 6 or more nonexempt employees, otherwise \$7.25		<a href="#">Link</a>
Wisconsin	\$7.25		<a href="#">Link</a>
Wyoming	\$5.15*		<a href="#">Link</a>

\*Most employers are subject to the federal minimum wage of \$7.25 per hour.

## Contact us for more information

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