



## Raises from Coast to Coast in 2023

64 Cities, Counties, and States Will Raise Minimum Wages on January 1st—Many Reaching or Exceeding \$15—With 27 Additional Jurisdictions Lifting Pay Later in 2023

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PHOTO CREDIT: UNION OF SOUTHERN SERVICE WORKERS

# Raises From Coast to Coast in 2023

## 64 Cities, Counties, and States Will Raise Minimum Wages on January 1<sup>st</sup>—Many Reaching or Exceeding \$15—With 27 Additional Jurisdictions Lifting Pay Later in 2023

*In 2023, a record number of states and localities will increase their minimum wages, 10 years after fast-food workers first went on strike to demand \$15 and a union. These record increases are the result of underpaid workers organizing, demanding, and winning higher wages. This movement has not only led to the adoption of higher state and local minimum wages—it has also helped seed new worker activism and mobilization across our economy and led to greater equity for workers of color.<sup>1</sup>*

### Summary of Wage Increases in 2023

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On January 1, 2023 (December 31, 2022, for workers in New York), the minimum wage will increase in 23 states and 41 cities and counties. In 40 of those jurisdictions, the wage floor will reach or exceed \$15 per hour for some or all employees.

Later in 2023, 5 states and 22 local jurisdictions will likewise lift their wage floors—21 of them to \$15 or more.

**In total, 86 jurisdictions—27 states and 59 cities and counties—will have raised their minimum wage floors by the end of 2023.**<sup>i</sup> Of those 86 jurisdictions, 57 (6 states and 51 cities and counties) will meet or exceed a \$15 minimum wage for some or all employees. The 6 states that will have minimum wages at or above \$15 as of 2023 are California, Connecticut, Massachusetts, New York,<sup>ii</sup> Oregon,<sup>iii</sup> and Washington.

Below is a summary of what to expect:

- **Minimum wages will increase in 23 states and 41 cities and counties on or about New Year's Day, for a total of 64 jurisdictions (Table 1).**
  - **In 4 states and 36 cities and counties**, the minimum wage will **reach or exceed \$15** per hour for some or all employees—including Howard County, MD; Minneapolis, MN; and Saint Paul, MN, which will allow small employers to pay lower minimum wages; as well as the state of New York, which previously reached a \$15 minimum wage for workers in New York City in

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<sup>i</sup> Michigan; West Hollywood, CA; Washington, DC; Minneapolis, MN; and Saint Paul, MN are expected to increase their minimum wages twice in 2023 but are counted only once in the year's grand total.

<sup>ii</sup> In New York City, Long Island, and Westchester County, which previously reached a \$15 minimum wage.

<sup>iii</sup> In Portland, once adjusted for inflation.



Photo Credit: Fight for \$15, Sacramento, CA

2019 and Long Island and Westchester County in 2021 as part of a statewide wage order enacted in 2016.

- **In 11 states and 31 cities and counties**, the minimum wage will increase due to **cost-of-living adjustments**—including California, which is both implementing the last step wage increase for small employers and aligning it with the inflation-adjusted rate for large employers; and Minneapolis and Saint Paul, MN, both of which are adjusting the wage floor for larger employers based on the rate of inflation while continuing to raise the minimum wage for smaller employers according to scheduled step increases.
- **Later in 2023, 5 states and 22 cities and counties will follow with additional minimum wage increases, for a total of 27 jurisdictions (Table 2).**
  - Among these jurisdictions are Michigan; West Hollywood, CA; Washington, DC; and Minneapolis and Saint Paul, MN, which are expected to raise their wage floors twice in the year.
  - **In 2 states and 19 cities and counties**, the minimum wage will **reach or exceed \$15** per hour—including the District of Columbia and 11 California localities, which have already reached or surpassed a \$15 minimum wage and are expected to raise wages further to account for inflation; Oregon and four localities in Illinois, Maryland, and Minnesota, which will allow lower minimum wages for certain employers; and Tukwila, WA, whose minimum wage will be calculated as the sum of the 2022 SeaTac, WA minimum wage (\$17.54) plus inflation. (See footnotes *xiv* and *xv* at the end of Table 2).
  - **In 2 states and 17 cities and counties**, the minimum wage will increase due to **cost-of-living adjustments**. This includes Michigan, which is expected to raise its minimum wage by the rate of inflation under the original provisions of the 2018 ballot measure; Washington, DC, which will

raise its standard minimum wage by the rate of inflation while phasing out its tipped wage through step increases; and Chicago, IL and Montgomery County, MD, which reached a \$15 minimum wage for large employers in previous years and will adjust this rate in 2023 to account for inflation while they continue to raise the wage floor for small employers through step increases.

- **54 cities, counties, and states will have surpassed a \$15 minimum wage for some or all employees by the end of 2023.**

## Indexing Provisions in Minimum Wage Laws Mitigate Effects of Inflation

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Under ordinary economic conditions, inflation rises by around 2 percent each year. Since April 2021, inflation has increased much faster than usual—in June 2022 inflation was up 9.1 percent over the previous year.<sup>2</sup> The causes of high inflation are multiple and include astronomical corporate profits, which have soared since 2019<sup>3</sup> and helped drive inflation to record levels.<sup>4</sup>

Although inflation is starting to ease—rising 7.7 percent year-over-year in October<sup>5</sup>—it continues to be elevated, affecting the ability of already-struggling workers to afford essentials<sup>6</sup> and reinforcing the need to raise wages further.

Minimum wage laws with cost-of-living provisions can mitigate the effect of inflation, as these provisions preserve the purchasing power of minimum wages and at least maintain workers' living standards.<sup>7</sup> **Of the 30 states with minimum wages higher than the federal rate, 19 have provisions that index their wage floors to inflation.**<sup>iv</sup> Nearly all local minimum wage laws include indexing provisions.<sup>v</sup>

## Legacy of the Fight for \$15

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In the 10 years since fast-food workers walked out of their jobs demanding a \$15 minimum wage and a union, the Fight for \$15 worker movement has won minimum wage increases in 28 states and nearly five dozen cities and counties. These victories have led to an estimated \$150 billion in additional annual pay for 26 million workers<sup>8</sup> and to the narrowing of the racial wealth gap.<sup>9</sup>

**A decade since it began, Fight for \$15 has resulted in minimum wage increases in 28 states and nearly 5 dozen cities and counties.**

The movement has also put pressure on employers to raise their pay scales, leading to hundreds of businesses, large and small, to raise wages to \$15 or more. Among them are corporate giants employing hundreds of thousands of workers from coast to coast, including Amalgamated Bank, Bank of America, Barclays, Best Buy, Charter Communications, Chobani, Chipotle, CVS, Ikea, JP Morgan Chase, LabCorp, Macy's, MetLife PNC, Sam's Club, Southwest Airlines, Synchrony Financial, T-Mobile, Target, Under Armour, USAA, Verizon, Walgreen's, Walmart, and Wells Fargo.

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<sup>iv</sup> Of those 19 states, California and Vermont cap their annual inflation adjustments to 3.5 percent and 5 percent, respectively.


<sup>v</sup> A third of local laws have annual caps ranging from 2.5 percent to 5 percent. Some also provide for a "catch up" mechanism that carries inflation amounts above the cap into following years until workers are made whole.

## Minimum Wage Victories in 2022 and a Look Forward to 2023–2024

In 2022, workers and advocates won legislative or ballot campaigns in Hawaii (\$18 by 2028), Nebraska (\$15 by 2026), Foster City, CA (\$16.50 by 2023), San Mateo County, CA (\$16.50 by 2023), Washington, DC (one fair wage for tipped workers by 2027), and Tukwila, WA (SeaTac’s minimum wage plus inflation).

In 2023 and 2024, the campaigns to watch include an \$18 ballot measure in California<sup>10</sup> and possible ballot measures in Arizona,<sup>11</sup> Ohio,<sup>12</sup> and Michigan. On the legislative front, there may be one fair wage campaigns in Hawaii, Illinois, Massachusetts, and Maryland, as well as efforts to raise the minimum wage in Maryland (to speed up the state’s implementation of a \$15 minimum wage), Massachusetts (where the minimum will reach \$15 in 2023 and there are no inflation adjustments planned for following years), and New York (where the demand is \$21.25 by 2026–2027).<sup>13</sup>

Additionally, a newly formed Union of Southern Service Workers, made up of workers from across the region’s underpaying service-sector economy, launched its effort to organize workers across service industries in the South. While this effort focuses on unionizing workers in service industries, their success could mean higher wages—and improved safety, scheduling, and other labor standards<sup>14</sup>—across high-turnover, underpaying sectors of the Southern economy.



**As of January 1, 2023, 23 states and 41 cities and counties will raise their minimum wages, boosting the paychecks of millions of underpaid workers.**

**Table 1. State and Local Minimum Wage Increases on or About January 1, 2023**

Jurisdiction	Minimum Wage Law	New Minimum Wage	New Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step or Inflation Adjustment (CPI)
<b>Minimum Wage Laws Adopted Since 2012</b>							
Alaska <sup>15</sup>	\$9.75 by 2016	\$10.85	No tip credit	01/01/2023	\$10.34	No tip credit	CPI
Arizona <sup>16</sup>	\$12.00 by 2020	\$13.85	\$10.85	01/01/2023	\$12.80	\$9.80	CPI
California <sup>17</sup>	\$15.00 by 2022–2023	\$15.50	No tip credit	01/01/2023	\$14.00 (large empl.) \$15.00 (small empl.)	No tip credit	Last step + CPI
Colorado <sup>18</sup>	\$12.00 by 2020	\$13.65	\$10.63	01/01/2023	\$12.56	\$9.54	CPI
Delaware <sup>19</sup>	\$15.00 by 2025	\$11.75	\$2.23 <i>(no change)</i>	01/01/2023	\$10.50	\$2.23	Second step
Illinois <sup>20</sup>	\$15.00 by 2025	\$13.00	\$7.80	01/01/2023	\$12.00	\$7.20	Fifth step
Maine <sup>21</sup>	\$12.00 by 2020	\$13.80	\$6.90	01/01/2023	\$12.75	\$6.38	CPI
Maryland <sup>22</sup>	\$15.00 by 2025–2026	\$13.25 (large empl.) \$12.80 (small empl.)	\$3.63 <i>(no change)</i>	01/01/2023	\$12.50 (large empl.) \$12.20 (small empl.)	\$3.63	Fourth step
Massachusetts <sup>23</sup>	\$15.00 by 2023	\$15.00	\$6.75	01/01/2023	\$14.25	\$6.15	Last step
Michigan <sup>24</sup>	\$12.05 by 2030 <i>(pending outcome of litigation)</i>	\$10.10 <i>(see also Table 2)</i>	\$3.84 <i>(see also Table 2)</i>	01/01/2023 <i>(see also Table 2)</i>	\$9.87	\$3.75	Fourth step
Minnesota <sup>25</sup>	\$7.75–\$9.50 by 2016	\$10.59 (large empl.) \$8.63 (small empl.)	No tip credit	01/01/2023	\$10.33 (large empl.) \$8.42 (small empl.)	No tip credit	CPI

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Jurisdiction	Minimum Wage Law	New Minimum Wage	New Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step or Inflation Adjustment (CPI)
Missouri <sup>26</sup>	\$12.00 by 2023	\$12.00	\$6.00	01/01/2023	\$11.15	\$5.575	Last step
Nebraska <sup>27</sup>	\$15.00 by 2026	\$10.50	\$2.13 <i>(no change)</i>	01/01/2023	\$9.00	\$2.13	First step
New Jersey <sup>28</sup>	\$15.00 by 2024–2027	\$14.00 (standard); \$12.70 (seasonal, small empl.); \$11.70 (ag. workers)	\$5.13 <i>(no change)</i>	01/01/2023	\$13.00 (standard); \$11.90 (seasonal, small empl.); \$11.05 (ag. workers)	\$5.13	Fifth step
New Mexico <sup>29</sup>	\$12.00 by 2023	\$12.00	\$3.00	01/01/2023	\$11.50	\$2.80	Last step
New York <sup>30</sup>	\$15.00 by 2018–2021 (NYC & suburbs); Path to \$15 (Upstate)	\$15.00 (NYC, Long Island, Westchester County) <i>(no change)</i> ; \$14.20 (Upstate)	\$9.45–\$12.50 <i>(varies by region and occupation; applies to hospitality industry only)</i>	12/31/2022	\$15.00 (NYC, Long Island, Westchester County); \$13.20 (Upstate)	\$8.80–\$12.50 <i>(varies by region and occupation; applies to hospitality industry only)</i>	Seventh step
Rhode Island <sup>31</sup>	\$15.00 by 2025	\$13.00	\$3.89 <i>(no change)</i>	01/01/2023	\$12.25	\$3.89	Second step
South Dakota <sup>32</sup>	\$8.50 by 2015	\$10.80	\$5.40	01/01/2023	\$9.95	\$4.975	CPI
Vermont <sup>33</sup>	\$12.55 by 2022	\$13.18	\$6.59	01/01/2023	\$12.55	\$6.28	CPI
Virginia <sup>34</sup>	\$12.00 by 2023 (Path to \$15 by 2026)	\$12.00	\$2.13 <i>(no change)</i>	01/01/2023	\$11.00	\$2.13	Third step
Washington State <sup>35</sup>	\$13.50 by 2020	\$15.74	No tip credit	01/01/2023	\$14.49	No tip credit	CPI

**Table 1. State and Local Minimum Wage Increases on or About January 1, 2023**

Jurisdiction	Minimum Wage Law	New Minimum Wage	New Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step or Inflation Adjustment (CPI)
Flagstaff, AZ <sup>36</sup>	\$15.50 by 2022 & One Fair Wage	\$16.80	\$14.80	01/01/2023	\$15.50	\$13.00	CPI
Tucson, AR <sup>37</sup>	\$15.00 by 2025	\$13.85 <i>(matches state rate)</i>	\$10.85 <i>(matches state rate)</i>	01/01/2023	\$13.00	\$10.00	Second step
Belmont, CA <sup>38</sup>	\$15.90 by 2021	\$16.75	No tip credit	01/01/2023	\$16.20	No tip credit	CPI
Burlingame, CA <sup>39</sup>	\$15.00 by 2021	\$16.47	No tip credit	01/01/2023	\$15.60	No tip credit	CPI
Cupertino, CA <sup>40</sup>	\$15.00 by 2019	\$17.20	No tip credit	01/01/2023	\$16.40	No tip credit	CPI
Daly City, CA <sup>41</sup>	\$15.00 by 2021	\$16.07	No tip credit	01/01/2023	\$15.53	No tip credit	CPI
East Palo Alto, CA <sup>42</sup>	\$15.00 by 2021	\$16.50	No tip credit	01/01/2023	\$15.60	No tip credit	CPI
El Cerrito, CA <sup>43</sup>	\$15.00 by 2019	\$17.35	No tip credit	01/01/2023	\$16.37	No tip credit	CPI
Foster City, CA <sup>44</sup>	\$16.50 by 2023	\$16.50	No tip credit	01/01/2023	\$15.75	No tip credit	Last step
Half Moon Bay, CA <sup>45</sup>	\$15.00 by 2021	\$16.45	No tip credit	01/01/2023	\$15.56	No tip credit	CPI
Hayward, CA <sup>46</sup>	\$14.00–\$15.00 by 2021	\$16.34 (large empl.) \$15.50 (small empl., per state law)	No tip credit	01/01/2023	\$15.56 (large empl.) \$14.52 (small empl.)	No tip credit	CPI
Los Altos, CA <sup>47</sup>	\$15.00 by 2019	\$17.20	No tip credit	01/01/2023	\$16.40	No tip credit	CPI



**Table 1. State and Local Minimum Wage Increases on or About January 1, 2023**

Jurisdiction	Minimum Wage Law	New Minimum Wage	New Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step or Inflation Adjustment (CPI)
Menlo Park, CA <sup>48</sup>	\$15.00 by 2020	\$16.20	No tip credit	01/01/2023	\$15.75	No tip credit	CPI
Mountain View, CA <sup>49</sup>	\$15.00 by 2018	\$18.15	No tip credit	01/01/2023	\$17.10	No tip credit	CPI
Novato, CA <sup>50</sup>	\$15.00 by 2020–2022	\$16.32 (very large) \$16.07 (large empl.) \$15.53 (small empl.)	No tip credit	01/01/2023	\$15.77 (very large) \$15.53 (large empl.) \$15.00 (small empl.)	No tip credit	CPI
Oakland, CA <sup>51</sup>	\$12.25 by 2015	\$15.97	No tip credit	01/01/2023	\$15.06	No tip credit	CPI
Palo Alto, CA <sup>52</sup>	\$15.00 by 2019	\$17.25	No tip credit	01/01/2023	\$16.45	No tip credit	CPI
Petaluma, CA <sup>53</sup>	\$15.00 by 2020–2021	\$17.06	No tip credit	01/01/2023	\$15.85	No tip credit	CPI
Redwood City, CA <sup>54</sup>	\$15.00 + CPI by 2020	\$17.00	No tip credit	01/01/2023	\$16.20	No tip credit	CPI
Richmond, CA <sup>55</sup>	\$15.00 by 2019	\$16.17	No tip credit	01/01/2023	\$15.54	No tip credit	CPI
San Carlos, CA <sup>56</sup>	\$15.00 + CPI by 2021	\$16.32	No tip credit	01/01/2023	\$15.77	No tip credit	CPI
San Diego, CA <sup>57</sup>	\$11.50 by 2017	\$16.30	No tip credit	01/01/2023	\$15.00	No tip credit	CPI
San Jose, CA <sup>58</sup>	\$15.00 by 2019	\$17.00	No tip credit	01/01/2023	\$16.20	No tip credit	CPI
San Mateo, CA <sup>59</sup>	\$15.00 by 2019–2020	\$16.75	No tip credit	01/01/2023	\$16.20	No tip credit	CPI

**Table 1. State and Local Minimum Wage Increases on or About January 1, 2023**

Jurisdiction	Minimum Wage Law	New Minimum Wage	New Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step or Inflation Adjustment (CPI)
Santa Clara, CA <sup>60</sup>	\$15.00 by 2019	\$17.20	No tip credit	01/01/2023	\$16.40	No tip credit	CPI
Santa Rosa, CA <sup>61</sup>	\$15.00 by 2020–2021	\$17.06	No tip credit	01/01/2023	\$15.85	No tip credit	CPI
Sonoma, CA <sup>62</sup>	\$16.00–\$17.00 by 2023	\$17.00 (large empl.) \$16.00 (small empl.)	No tip credit	01/01/2023	\$16.00 (large empl.) \$15.00 (small empl.)	No tip credit	Last step
South San Francisco, CA <sup>63</sup>	\$15.00 by 2020	\$16.70	No tip credit	01/01/2023	\$15.80	No tip credit	CPI
Sunnyvale, CA <sup>64</sup>	\$15.00 by 2018	\$17.95	No tip credit	01/01/2023	\$17.10	No tip credit	CPI
West Hollywood, CA <sup>65</sup>	\$17.00–\$17.50 by 2023 \$17.64 by 2022 (hotel)	\$17.50 (large empl.) \$17.00 (small empl.) \$18.35 (hotel, <i>no change</i> ) ( <i>see also Table 2</i> )	No tip credit ( <i>see also Table 2</i> )	01/01/2023 ( <i>see also Table 2</i> )	\$16.50 (large empl.) \$16.00 (small empl.) \$18.35 (hotel)	No tip credit	Third step
Denver, CO <sup>66</sup>	\$15.87 by 2022	\$17.29	\$14.27	01/01/2023	\$15.87	\$12.85	CPI
Washington, DC <sup>67</sup>	\$15.00 by 2020 & One Fair Wage by 2027	\$16.10 ( <i>no change</i> ) ( <i>see also Table 2</i> )	\$6.00 ( <i>see also Table 2</i> )	01/01/2023 ( <i>see also Table 2</i> )	\$16.10	\$5.35	First step (One Fair Wage)
Portland, ME <sup>68</sup>	\$15.00 by 2024	\$14.00	\$7.00	01/01/2023	\$13.00	\$6.50	Second step
Rockland, ME <sup>69</sup>	\$15.00 by 2024 ( <i>applies to large employers</i> )	\$14.00	\$7.00	01/01/2023	\$13.00	\$6.50	Second step

**Table 1. State and Local Minimum Wage Increases on or About January 1, 2023**

Jurisdiction	Minimum Wage Law	New Minimum Wage	New Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step or Inflation Adjustment (CPI)
Howard County, MD <sup>70</sup>	\$16.00 by 2025–2026	\$15.00 (large empl. & govt) \$13.25 (small empl.)	\$3.63 <i>(no change)</i>	01/01/2023	\$15.00 (govt.) \$14.00 (large empl.) \$12.50 (small empl.)	\$3.63	Third step
Minneapolis, MN <sup>71</sup>	\$15.00 by 2021–2024	\$15.19 (large empl.) \$13.50 (small, <i>no change</i> ) <i>(see also Table 2)</i>	No tip credit <i>(see also Table 2)</i>	01/01/2023 <i>(see also Table 2)</i>	\$15.00 (large empl.) \$13.50 (small empl.)	No tip credit	CPI (large empl.)
Saint Paul, MN <sup>72</sup>	\$15.00 by 2022–2027	\$15.19 (macro, govt) \$10.75–\$13.50 (all others, <i>no change</i> ) <i>(see also Table 2)</i>	No tip credit <i>(see also Table 2)</i>	01/01/2023 <i>(see also Table 2)</i>	\$15.00 (macro, govt) \$13.50 (large empl.) \$12.00 (small empl.) \$10.75 (micro)	No tip credit	CPI (macro, govt.)
Albuquerque, NM <sup>73</sup>	\$8.50 by 2013	\$12.00 <i>(state rate)</i>	\$7.20	01/01/2023	\$11.50 <i>(state rate)</i>	\$6.90	Standard minimum wage follows state law (last step increase); tipped wage is 60% of standard rate
Las Cruces, NM <sup>74</sup>	\$10.10 by 2019	\$12.00 <i>(state rate)</i>	\$4.78	01/01/2023	\$11.50 <i>(state rate)</i>	\$4.60	Standard minimum wage follows state law (last step increase); tipped wage is 40% of standard rate
SeaTac, WA <sup>75</sup>	\$15.00 by 2014 <i>(airport-related industries)</i>	\$19.06	No tip credit	01/01/2023	\$17.54	No tip credit	CPI

**Table 1. State and Local Minimum Wage Increases on or About January 1, 2023**

Jurisdiction	Minimum Wage Law	New Minimum Wage	New Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step or Inflation Adjustment (CPI)
Seattle, WA <sup>76</sup>	\$15.00 by 2017–2021	\$18.69 (large empl., & small empl. not providing medical benefits)  \$16.50 (small empl. providing med benefits)	No tip credit (large empl. & small empl. w/o benefits)  \$16.50 (small empl. with benefits)	01/01/2023	\$17.27 (large empl., & small empl. not providing medical benefits)  \$15.75 (small empl. providing med benefits)	No tip credit (large empl. & small empl. w/o benefits)  \$15.75 (small empl. with benefits)	CPI
<b>Minimum Wage Laws Adopted Before 2012</b>							
Montana <sup>77</sup>	2006 Ballot	\$9.95	No tip credit	01/01/2023	\$9.20	No tip credit	CPI
Ohio <sup>78</sup>	Constitutional Amend. (2006)	\$10.10	\$5.05	01/01/2023	\$9.30	\$4.65	CPI
<b>Total number of states raising the minimum wage <u>to any level</u> on or about January 1, 2023</b>						<b>23</b> <sup>vi</sup>	<i>From CPI: 11</i> <sup>vii</sup>
<b>Total number of cities and counties raising the minimum wage <u>to any level</u> on or about January 1, 2023</b>						<b>41</b> <sup>viii</sup>	<i>From CPI: 31</i> <sup>ix</sup>
<b>Total number of states <u>to reach or exceed \$15</u> per hour on or about January 1, 2023</b>						<b>4</b> <sup>x</sup>	
<b>Total number of cities and counties <u>to reach or exceed \$15</u> per hour on or about January 1, 2023</b>						<b>36</b> <sup>xi</sup>	

<sup>vi</sup> Includes Michigan, which may be raising its standard minimum wage and tipped wage again in February, pending the outcome of litigation.

<sup>vii</sup> Includes California, which is both implementing its last step for small employers and aligning it with the inflation-adjusted minimum wage rate for large employers.

<sup>viii</sup> Includes West Hollywood, CA, Washington, DC, and Minneapolis and Saint Paul, MN, which will raise their minimum wages twice in 2023 (on January 1st and on July 1st) for some or all employers and therefore are also listed in Table 2 below.

<sup>ix</sup> Includes Minneapolis, MN, which has already reached a \$15 minimum wage for large employers and is adjusting this rate in 2023 to match inflation while it continues to raise the minimum wage to \$15 for all other employers through step increases; and Saint Paul, MN, which has already reached a \$15 minimum wage for macro employers and city workers and is adjusting this rate in 2023 to match inflation while it continues to raise the minimum wage to \$15 for all other employers through step increases.

<sup>x</sup> Includes New York, which previously reached a \$15 minimum wage for all workers in New York City (2019) and Long Island and Westchester County (2021).

<sup>xi</sup> Includes Howard County, MD, Minneapolis, MN, and Saint Paul, MN, which will have a lower minimum wage for small employers.

**Table 2. State and Local Minimum Wage Increases Later in 2023**

Jurisdiction	Minimum Wage Law	New Minimum Wage	New Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step or Inflation Adjustment (CPI)
<b>Minimum Wage Laws Adopted Since 2012</b>							
Connecticut <sup>79</sup>	\$15.00 by 2023	\$15.00	Servers: \$6.38 Bartenders: \$8.23 <i>(no change)</i>	07/01/2023	\$14.00	Servers: \$6.38 Bartenders: \$8.23	Last step
Florida <sup>80</sup>	\$15.00 by 2026	\$12.00	\$8.98 <i>(estimated)</i>	09/30/2023	\$11.00	\$7.98	Third step
Michigan <sup>81</sup>	\$12.00 by 2022 & One Fair Wage	\$13.03 <i>(expected)</i> <sup>82</sup> <i>(see also Table 1)</i>	\$11.73 <i>(expected)</i> <i>(see also Table 1)</i>	02/20/2023 <i>(see also Table 1)</i>	\$9.87	\$3.75	CPI
Nevada <sup>83</sup>	\$12.00 by 2024	\$11.25 (no health insurance offer) \$10.25 (with health insurance offer)	No tip credit	07/01/2023	\$10.50 (no health insurance offer) \$9.50 (with health insurance offer)	No tip credit	Fourth step
Oregon <sup>84</sup>	\$12.50–\$14.75 by 2022	TBD	No tip credit	07/01/2023	\$14.75 (Portland) \$13.50 (standard) \$12.50 (rural)	No tip credit	CPI
Alameda, CA <sup>85</sup>	\$15.00 by 2020	TBD	No tip credit	07/01/2023	\$15.75	No tip credit	CPI
Berkeley, CA <sup>86</sup>	\$15.00 by 2018	TBD	No tip credit	07/01/2023	\$16.99	No tip credit	CPI
Emeryville, CA <sup>87</sup>	\$15.00 by 2018–2019	TBD	No tip credit	07/01/2023	\$17.68	No tip credit	CPI
Fremont, CA <sup>88</sup>	\$15.00 by 2020–2021	TBD	No tip credit	07/01/2023	\$16.00	No tip credit	CPI
Los Angeles, CA <sup>89</sup>	\$15.00 by 2020–2021	TBD	No tip credit	07/01/2023	\$16.04	No tip credit	CPI

**Table 2. State and Local Minimum Wage Increases Later in 2023**

Jurisdiction	Minimum Wage Law	New Minimum Wage	New Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step or Inflation Adjustment (CPI)
Los Angeles County, CA <sup>90</sup>	\$15.00 by 2020–2021	TBD	No tip credit	07/01/2023	\$15.96	No tip credit	CPI
Malibu, CA <sup>91</sup>	\$15.00 by 2020–2021	TBD	No tip credit	07/01/2023	\$15.96	No tip credit	CPI
Milpitas, CA <sup>92</sup>	\$15.00 by 2019	TBD	No tip credit	07/01/2023	\$16.40	No tip credit	CPI
Pasadena, CA <sup>93</sup>	\$15.00 by 2020–2021	TBD	No tip credit	07/01/2023	\$16.11	No tip credit	CPI
San Francisco, CA <sup>94</sup>	\$15.00 by 2018	TBD	No tip credit	07/01/2023	\$16.99	No tip credit	CPI
San Mateo County, CA <sup>95</sup>	\$16.50 by 2023	\$16.50	No tip credit	04/01/2023	\$14.00 (large empl.) \$15.00 (small empl.)	No tip credit	First and last step
Santa Monica, CA <sup>96</sup>	\$15.00 by 2020–2021; \$15.37 by 2017 (hotel)	TBD	No tip credit	07/01/2023	\$15.96 (standard) \$18.17 (hotel)	No tip credit	CPI
West Hollywood, CA <sup>97</sup>	\$17.00/\$17.50 by 2023; \$17.64 by 2022 (hotel); one wage for all by 2023	\$18.86 (all) <i>(see also Table 1)</i>	No tip credit <i>(see also Table 1)</i>	07/01/2023 <i>(see also Table 1)</i>	\$16.50 (large empl.) \$16.00 (small empl.) \$18.35 (hotel)	No tip credit	Last step
Washington, DC <sup>98</sup>	\$15.00 by 2020; One Fair Wage by 2027	TBD <i>(see also Table 1)</i>	\$8.00 <i>(see also Table 1)</i>	07/01/2023 <i>(see also Table 1)</i>	\$16.10	\$5.35	CPI (standard); second step (One Fair Wage)
Chicago, IL <sup>99</sup>	\$15.00 by 2021–2024 & youth wage phaseout	TBD (large empl.) \$15.00 (small empl.) \$13.50 (youth)	TBD (large empl.) \$9.00 (small empl.) \$8.10 (youth)	07/01/2023	\$15.40 (large empl.) \$14.50 (small empl.) \$12.00 (youth)	\$9.24 (large empl.) \$8.70 (small empl.) \$7.20 (youth)	Fourth step + CPI

**Table 2. State and Local Minimum Wage Increases Later in 2023**

Jurisdiction	Minimum Wage Law	New Minimum Wage	New Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step or Inflation Adjustment (CPI)
Cook County, IL <sup>100</sup>	\$13.00 by 2020	TBD	TBD	07/01/2023	\$13.35	\$7.40	CPI
Montgomery County, MD <sup>101</sup>	\$15.00 by 2021–2024	TBD (large empl.) \$15.00 (midsize) \$14.50 (small empl.)	\$4.00 <i>(no change)</i>	07/01/2023	\$15.65 (large empl.) \$14.50 (midsize) \$14.00 (small empl.)	\$4.00 <i>(no change)</i>	Sixth step + CPI
Minneapolis, MN <sup>102</sup>	\$15.00 by 2022–2024	\$15.19 (large empl.) <i>(no change from Jan. rate)</i> \$14.50 (small empl.) <i>(see also Table 1)</i>	No tip credit <i>(see also Table 1)</i>	07/01/2023 <i>(see also Table 1)</i>	\$15.00 (large empl.) \$13.50 (small empl.)	No tip credit	Seventh step (small empl.)
Saint Paul, MN <sup>103</sup>	\$15.00 by 2022–2027	\$15.19 (macro) <i>(no change from Jan. rate)</i> \$15.00 (large empl.) \$13.00 (small empl.) \$11.50 (micro) <i>(see also Table 1)</i>	No tip credit <i>(see also Table 1)</i>	07/01/2023 <i>(see also Table 1)</i>	\$15.00 (macro) \$13.50 (large empl.) \$12.00 (small empl.) \$10.75 (micro)	No tip credit	Fourth step
Santa Fe County, NM <sup>104</sup>	\$10.66 by 2014	TBD	TBD	03/01/2023	\$12.95	\$3.88	CPI
Tukwila, WA <sup>105</sup>	SeaTac’s 2022 minimum wage + CPI in 2023 for large employers, gradual adjustments until 2025 for smaller employers	TBD	TBD	07/01/2023	\$14.49 <i>(state rate)</i>	No tip credit	First step

**Table 2. State and Local Minimum Wage Increases Later in 2023**

Jurisdiction	Minimum Wage Law	New Minimum Wage	New Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step or Inflation Adjustment (CPI)
<b>Minimum Wage Laws Adopted Before 2012</b>							
Santa Fe, NM <sup>106</sup>	\$9.50 by 2006	TBD	\$3.00 <i>(state rate, effective 01/01/2023)</i>	03/01/2023	\$12.95	\$2.80 <i>(state rate)</i>	CPI
<b>Total number of states raising the minimum wage to any level later in 2023</b>						<b>5</b>	<i>From CPI: 2</i>
<b>Total number of cities and counties raising the minimum wage to any level later in 2023</b>						<b>22</b> <sup>xii</sup>	<i>From CPI: 17</i> <sup>xiii</sup>
<b>Total number of states to reach or exceed \$15 per hour later in 2023</b>						<b>2</b> <sup>xiv</sup>	
<b>Total number of cities and counties to reach or exceed \$15 per hour later in 2023</b>						<b>19</b> <sup>xv</sup>	

**61 of the 86 jurisdictions raising wages in 2023 will do so through cost-of-living adjustments.**



Photo Credit: SEIU Sacramento, CA

<sup>xii</sup> Includes West Hollywood, CA, Washington, DC, Minneapolis, MN, and Saint Paul, MN, which will raise their minimum wages twice in 2022 (on January 1st and on July 1st) and are therefore also listed in Table 1 above.

<sup>xiii</sup> Includes Washington, DC, which will adjust its standard minimum wage to account for inflation while it phases out its tipped wage through step increases; and Chicago, IL, and Montgomery County, MD, which already reached \$15 for large employers and will adjust this rate to account for inflation in 2023 while continuing to phase in a \$15 minimum wage for smaller employers through step increases.

<sup>xiv</sup> Includes Oregon, which reached a \$14.75 minimum wage for employers in Portland and is expected to exceed a \$15 minimum wage for the city through inflation adjustment.

<sup>xv</sup> Includes the California localities of Alameda, Berkeley, Emeryville, Fremont, Los Angeles City, Los Angeles County, Malibu, Milpitas, Pasadena, San Francisco, and Santa Monica and the District of Columbia, all of which have already reached or surpassed a \$15 minimum wage and are expected to raise their wage floors further based on inflation. Also includes Chicago, IL, Montgomery County, MD, Minneapolis, MN, and Saint Paul, MN, which in 2023 will have lower minimum wages for certain employers; and Tukwila, WA, which takes SeaTac's 2022 minimum wage (\$17.54) and adjusts it for inflation for the largest employers (minus \$2 for smaller employers).



**Table 3. States, Cities, and Counties with Wage Floors Above \$15 for Some or All Employers in 2023**

Jurisdiction	2023 Minimum Wage	Effective Date	Step Increase or Inflation Adjustment (CPI)
California	\$15.50	01/01/2023	Step increase + CPI
Oregon	TBD (\$14.75 + CPI Portland) TBD (\$13.50 + CPI standard) TBD (\$12.50 + CPI rural)	07/01/2023	CPI
Washington State	\$15.74	01/01/2023	CPI
Flagstaff, AZ	\$16.80	01/01/2023	CPI
Alameda, CA	TBD (\$15.75 + CPI)	07/01/2023	CPI
Belmont, CA	\$16.75	01/01/2023	CPI
Berkeley, CA	TBD (\$16.99 + CPI)	07/01/2023	CPI
Burlingame, CA	\$16.47	01/01/2023	CPI
Cupertino, CA	\$17.20	01/01/2023	CPI
Daly City, CA	\$16.07	01/01/2023	CPI
East Palo Alto, CA	\$16.50	01/01/2023	CPI
El Cerrito, CA	\$17.35	01/01/2023	CPI
Foster City, CA	\$16.50	01/01/2023	Step increase
Emeryville, CA	TBD (\$17.68 + CPI)	07/01/2023	CPI
Fremont, CA	TBD (\$16.00 + CPI)	07/01/2023	CPI
Half Moon Bay, CA	\$16.45	01/01/2023	CPI
Hayward, CA	\$16.34 (large employers) \$15.50 (small employers)	01/01/2023	CPI

**Table 3. States, Cities, and Counties with Wage Floors Above \$15 for Some or All Employers in 2023**

Jurisdiction	2023 Minimum Wage	Effective Date	Step Increase or Inflation Adjustment (CPI)
Los Altos, CA	\$17.20	01/01/2023	CPI
Los Angeles, CA	TBD (\$16.04 + CPI)	07/01/2023	CPI
Los Angeles County, CA	TBD (\$15.96 + CPI)	07/01/2023	CPI
Malibu, CA	TBD (\$15.96 + CPI)	07/01/2023	CPI
Menlo Park, CA	\$16.20	01/01/2023	CPI
Milpitas, CA	TBD (\$16.40 + CPI)	07/01/2023	CPI
Mountain View, CA	\$18.15	01/01/2023	CPI
Novato, CA	\$16.32 (very large empl.) \$16.07 (large employers) \$15.53 (small employers)	01/01/2023	CPI
Oakland, CA	\$15.97	01/01/2023	CPI
Palo Alto, CA	\$17.25	01/01/2023	CPI
Pasadena, CA	TBD (\$16.11 + CPI)	07/01/2023	CPI
Petaluma, CA	\$17.06	01/01/2023	CPI
Redwood City, CA	\$17.00	01/01/2023	CPI
Richmond, CA	\$16.17	01/01/2023	CPI
San Carlos, CA	\$16.32	01/01/2023	CPI
San Diego, CA	\$16.30	01/01/2023	CPI
San Francisco, CA	TBD (\$16.99 + CPI)	07/01/2023	CPI

**Table 3. States, Cities, and Counties with Wage Floors Above \$15 for Some or All Employers in 2023**

Jurisdiction	2023 Minimum Wage	Effective Date	Step Increase or Inflation Adjustment (CPI)
San Jose, CA	\$17.00	01/01/2023	CPI
San Mateo, CA	\$16.75	01/01/2023	CPI
San Mateo County, CA	\$16.50	04/01/2023	Step increase
Santa Clara, CA	\$17.20	01/01/2023	CPI
Santa Monica, CA	TBD (\$15.96 + CPI standard) TBD (\$18.17 + CPI hotel)	07/01/2023	CPI
Santa Rosa, CA	\$17.06	01/01/2023	CPI
Sonoma, CA	\$17.00 (large employers) \$16.00 (small employers)	01/01/2023	Step increase
South San Francisco, CA	\$16.70	01/01/2023	CPI
Sunnyvale, CA	\$17.95	01/01/2023	CPI
West Hollywood, CA	<i>January 1:</i> \$17.50 (large employers) \$17.00 (small employers) \$18.35 (hotel)  <i>July 1:</i> \$18.86 (all, including hotel)	01/01/2023 & 07/01/2023	Step increase; CPI (hotel)
Denver, CO	\$17.29	01/01/2023	CPI
Washington, DC	TBD (\$16.10 + CPI)	07/01/2023	CPI
Chicago, IL	TBD (\$15.40 + CPI large employers) \$15.00 (small employers) \$13.50 (youth)	07/01/2023	CPI (large employers); step increase (small employers & youth)
Howard County, MD	\$15.00 (large employers & state workers) \$13.25 (small employers)	01/01/2023	Step increase
Montgomery County, MD	TBD (\$15.65 + CPI large employers) \$15.00 (midsize employers)	07/01/2023	CPI (large employers); step increase (midsize and small employers)

**Table 3. States, Cities, and Counties with Wage Floors Above \$15 for Some or All Employers in 2023**

Jurisdiction	2023 Minimum Wage	Effective Date	Step Increase or Inflation Adjustment (CPI)
	\$14.50 (small employers)		
Minneapolis, MN	\$15.19 (large employers) \$14.50 (small employers)	01/01/2023 & 07/01/2023	CPI (large employers); step increase (small employers)
Saint Paul, MN	\$15.19 (macro employers & city workers) \$15.00 (large employers) \$13.00 (small employers) \$11.50 (micro employers)	01/01/2023 & 07/01/2023	CPI (macro employers & city workers); step increase (all others)
SeaTac, WA	\$19.06	01/01/2023	CPI
Seattle, WA	\$18.69 (large employers & small employers not providing medical benefits)  \$16.50 (small employers providing medical benefits)	01/01/2023	CPI
Tukwila, WA	\$19.06	07/01/2023	Step increase
<b>Total number of states, cities, and counties with wage floors <u>above \$15</u> for some or all employers in 2023</b>			<b>54</b>



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- ongoing; a hearing on an appeal to the ruling is scheduled for December 13, 2022. If the ruling prevails, the minimum wage will increase to \$10.10 (\$3.84 tipped) on January 1, 2023, under the unconstitutional law and to \$13.03 (\$12 plus inflation adjustments) on February 19, 2023. A history of the ballot initiative and lawsuit can be found at “Michigan Minimum Wage Increase Initiative (2018),” Ballotpedia, [https://ballotpedia.org/Michigan\\_Minimum\\_Wage\\_Increase\\_Initiative\\_\(2018\)](https://ballotpedia.org/Michigan_Minimum_Wage_Increase_Initiative_(2018)). The current (2022) minimum wage and tipped wage rates can be found at “Minimum Wage & Overtime,” Michigan Department of Labor and Economic Opportunity, <https://www.michigan.gov/leo/bureaus-agencies/ber/Wage-and-Hour/min-wage>. The 2023 rates can be found at “Ruling on Minimum Wage and Paid Medical Leave,” Michigan Department of Labor and Economic Opportunity, [https://www.michigan.gov/leo/bureaus-agencies/ber/wage-and-hour/ruling-on-minimum-wage-and-paid-medical-leave?sc\\_site=leo](https://www.michigan.gov/leo/bureaus-agencies/ber/wage-and-hour/ruling-on-minimum-wage-and-paid-medical-leave?sc_site=leo).
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