

New Jersey Minimum Wage

The table below provides an overview of minimum wage requirements in New Jersey.

On Sept. 20, 2022, the New Jersey Department of Labor and Workforce Development (LWD) [announced](#) adjustments to the scheduled minimum wage increases. State law also allows the LWD to adjust these scheduled increases during times of inflation, as measured by the consumer price index (CPI).

Effective date	Jan. 1, 2021	Jan. 1, 2022	Jan. 1, 2023
6 or more employees	\$12	\$13	Scheduled: \$14 Adjusted: \$14.13
1 - 5 employees	\$11.10	\$11.90	Scheduled: \$12.70 Adjusted: \$12.93
Cash wage for tipped employees*	\$4.13	\$5.13	Scheduled: \$5.13 Adjusted: \$5.26
Agricultural employees	\$10.30	\$10.90	Scheduled: \$11.70 Adjusted: \$12.10
Seasonal employees (May 1 - Sept. 30)	\$11.10	\$11.90	Scheduled: \$12.70 Adjusted: \$12.93
Long-term Care Facility Direct Care Staff **	\$15	\$16	Scheduled: \$17 Adjusted: \$17.13

***Tipped Employees:** Employers must ensure that the cash wage and the employee's tips when combined are at least equal to the state's minimum wage rate. Employers may need to make up the difference if the employee's tips are insufficient to allow the employee to earn wages that are at least equal to the state's minimum wage.

**** Long-term Care Facility Direct Care Staff:** As of Nov. 1, 2020, long-term care facility direct care staff members must receive wages that are at least \$3 above the state minimum hourly wage rate.

Additional increases

Effective date	Jan. 1, 2024	Jan. 1, 2025	Jan. 1, 2026	Jan. 1, 2027
6 or more employees	\$15	TBA	TBA	TBA
1 - 5 employees	\$13.50	\$14.30	\$15	TBA
Cash wage for tipped employees*	No change	TBA	TBA	TBA
Agricultural employees	\$12.50	\$13.40	\$14.20	\$15
Seasonal employees (May 1 - Sept. 30)	\$13.50	\$14.30	\$15	TBA
Long-term Care Facility Direct Care Staff **	\$18	TBA	TBA	TBA

Contact the [New Jersey Department of Labor and Workforce Development](#) for more information

Please Note: The state laws summaries featured on this site are for general informational purposes only. In addition to state law, certain municipalities may enact legislation that imposes different requirements. State and local laws change frequently and, as such, we cannot guarantee the accuracy or completeness of the information featured in the State Laws section. For more detailed information regarding state or local laws, please contact your state labor department or the appropriate local government agency.