

## JANUARY 2022 MINIMUM WAGE UPDATES

STATE/CITY	EFFECTIVE DATE	PREVIOUS WAGE RATE	2022 WAGE RATE	OFFICIAL INTERNET SITES FOR MINIMUM WAGE BY STATE AND/OR CITY	NOTES / COMMENTS / DESCRIPTION
Arizona	1/1/2022	\$12.15	\$12.80	<a href="https://www.azica.gov/labor-minimum-wage-main-page">https://www.azica.gov/labor-minimum-wage-main-page</a>	<a href="https://www.azica.gov/sites/default/files/media/2022%20THE%20FAIR%20WAGES%20AND%20HEALTH%20FAMILIES%20ACT.pdf">https://www.azica.gov/sites/default/files/media/2022%20THE%20FAIR%20WAGES%20AND%20HEALTH%20FAMILIES%20ACT.pdf</a>
Arizona: Flagstaff	1/1/2022	\$15.00	\$15.50	<a href="https://www.flagstaff.az.gov/3520/Minimum-Wage">https://www.flagstaff.az.gov/3520/Minimum-Wage</a>	
Arizona: Tucson	4/1/2022	\$12.15	\$13.00	<a href="https://tucson.com/news/local/voters-pass-tucson-s-15-minimum-wage-proposition/article_668600fe-3757-11ec-9988-630cbb635849.html">https://tucson.com/news/local/voters-pass-tucson-s-15-minimum-wage-proposition/article_668600fe-3757-11ec-9988-630cbb635849.html</a>	<a href="https://www.jdsupra.com/legalnews/tucson-arizona-voters-pass-sweeping-7964017/">https://www.jdsupra.com/legalnews/tucson-arizona-voters-pass-sweeping-7964017/</a>
California (25 or less employees)	1/1/2022	\$13.00	\$14.00	<a href="https://www.dir.ca.gov/dise/fst_minimumwage.htm">https://www.dir.ca.gov/dise/fst_minimumwage.htm</a>	
California (26 or more employees)	1/1/2022	\$14.00	\$15.00	<a href="https://www.dir.ca.gov/dise/fsq_minimumwage.htm">https://www.dir.ca.gov/dise/fsq_minimumwage.htm</a>	
California: Belmont	1/1/2022	\$15.90	\$16.20	<a href="https://www.belmont.gov/our-city/frequently-asked-questions/mmwage">https://www.belmont.gov/our-city/frequently-asked-questions/mmwage</a>	<a href="https://www.belmont.gov/home/showdocumentid=16259#~text=A%20of%20January%201%20C%2019%2C%20federal%20Minimum%20Wage%20is%20%20247.25%20more%20non%20Belmont%20residents%3F">https://www.belmont.gov/home/showdocumentid=16259#~text=A%20of%20January%201%20C%2019%2C%20federal%20Minimum%20Wage%20is%20%20247.25%20more%20non%20Belmont%20residents%3F</a>
California: Burlingame	1/1/2022	\$15.00	\$15.60	<a href="https://www.burlingame.org/departments/economic_development/minimum_wage_information.php">https://www.burlingame.org/departments/economic_development/minimum_wage_information.php</a>	
California: Cupertino	1/1/2022	\$15.65	\$16.40	<a href="https://www.cupertino.org/our-city/city-news/cupertino-minimum-wage">https://www.cupertino.org/our-city/city-news/cupertino-minimum-wage</a>	
California: Daly City	1/1/2022	\$15.00	\$15.53	<a href="https://www.dalycity.org/388/Minimum-Wage">https://www.dalycity.org/388/Minimum-Wage</a>	
California: East Palo Alto	1/1/2022	\$15.00	\$15.60	<a href="https://ci.east-palo-alto.ca.us/icode/page/local-minimum-wage">https://ci.east-palo-alto.ca.us/icode/page/local-minimum-wage</a>	<a href="https://www.cityofpaloalto.org/sites/default/files/fileattachments/community_employment/ea-01329/local_minimum_wage_notice_-2022.pdf">https://www.cityofpaloalto.org/sites/default/files/fileattachments/community_employment/ea-01329/local_minimum_wage_notice_-2022.pdf</a>
California: El Cerrito	1/1/2022	\$15.61	\$16.37	<a href="https://www.el-cerrito.org/940/Minimum-Wage-Ordinance">https://www.el-cerrito.org/940/Minimum-Wage-Ordinance</a>	
California: Half Moon Bay	1/1/2022	\$15.00	\$15.56	<a href="https://www.half-moon-bay.ca.us/650/Minimum-Wage">https://www.half-moon-bay.ca.us/650/Minimum-Wage</a>	
California: Hayward (25 or fewer employees)	1/1/2022	\$14.00	\$14.52	<a href="https://www.hayward.ca.gov/your-government/programs/local-minimum-wage">https://www.hayward.ca.gov/your-government/programs/local-minimum-wage</a>	
California: Hayward (26 or more employees)	1/1/2022	\$15.00	\$15.56	<a href="https://www.hayward.ca.gov/your-government/programs/local-minimum-wage">https://www.hayward.ca.gov/your-government/programs/local-minimum-wage</a>	
California: Los Altos	1/1/2022	\$15.65	\$16.40	<a href="https://www.losticca.org/eod/page/minimum-wage">https://www.losticca.org/eod/page/minimum-wage</a>	
California: Menlo Park	1/1/2022	\$15.25	\$15.75	<a href="https://menlopark.org/1582/Local-minimum-wage-ordinance">https://menlopark.org/1582/Local-minimum-wage-ordinance</a>	<a href="https://www.menlopark.org/DocumentCenter/View/29819/L9-20211012-CC-Local-min-wage?oid=1">https://www.menlopark.org/DocumentCenter/View/29819/L9-20211012-CC-Local-min-wage?oid=1</a>
California: Mountain View	1/1/2022	\$16.30	\$17.10	<a href="https://www.mountainview.ca.gov/depts/comdev/economics/city_minimum_wage.asp">https://www.mountainview.ca.gov/depts/comdev/economics/city_minimum_wage.asp</a>	
California: Novato Very Large Businesses (100 or more Employees)	1/1/2022	\$15.24	\$15.77	<a href="https://www.novato.org/business/novato-minimum-wage?locate=ap">https://www.novato.org/business/novato-minimum-wage?locate=ap</a>	
California: Novato Large Business (26 to 99 Employees)	1/1/2022	\$15.00	\$15.53	<a href="https://www.novato.org/business/novato-minimum-wage?locate=ap">https://www.novato.org/business/novato-minimum-wage?locate=ap</a>	
California: Novato Small Businesses (25 or less Employees)	1/1/2022	\$14.00	\$15.00	<a href="https://www.novato.org/business/novato-minimum-wage?locate=ap">https://www.novato.org/business/novato-minimum-wage?locate=ap</a>	
California: Oakland	1/1/2022	\$14.36	\$15.06	<a href="https://aoa-94612-63.amazonaws.com/documents/Measure_FF_English_Poster_Set_2022.pdf#~text=Beginning%20January%201%2C%202022%2C%20Employees%20Oakland%20Municipal%20Code%20Section%205.92">https://aoa-94612-63.amazonaws.com/documents/Measure_FF_English_Poster_Set_2022.pdf#~text=Beginning%20January%201%2C%202022%2C%20Employees%20Oakland%20Municipal%20Code%20Section%205.92</a>	
California: Oakland (Hotel workers w/health benefits)	1/1/2022	\$15.61	\$16.38	<a href="https://aoa-94612-63.amazonaws.com/documents/English_Measure_Z_wage_poster_2022.pdf">https://aoa-94612-63.amazonaws.com/documents/English_Measure_Z_wage_poster_2022.pdf</a>	
California: Oakland (hotel workers no health benefits)	1/1/2022	\$20.82	\$21.84	<a href="https://aoa-94612-63.amazonaws.com/documents/English_Measure_Z_wage_poster_2022.pdf">https://aoa-94612-63.amazonaws.com/documents/English_Measure_Z_wage_poster_2022.pdf</a>	
California: Palo Alto	1/1/2022	\$15.65	\$16.45	<a href="https://www.cityofpaloalto.org/business/minimum_wage.asp">https://www.cityofpaloalto.org/business/minimum_wage.asp</a>	
California: Petaluma	1/1/2022	\$15.20	\$15.85	<a href="https://petalumastar.com/minimum-wage/">https://petalumastar.com/minimum-wage/</a>	
California: Redwood City	1/1/2022	\$15.62	\$16.20	<a href="https://www.redwoodcity.org/departments/city-manager/city-manager-a-initiatives/proposed-local-minimum-wage">https://www.redwoodcity.org/departments/city-manager/city-manager-a-initiatives/proposed-local-minimum-wage</a>	
California: Richmond	1/1/2022	\$15.21	\$15.54	<a href="http://ci.richmond.ca.us/2615/Minimum-Wage-Ordinance">http://ci.richmond.ca.us/2615/Minimum-Wage-Ordinance</a>	
California: San Carlos	1/1/2022	\$15.24	\$15.77	<a href="https://www.cityofsancharles.org/business/minimum-wage">https://www.cityofsancharles.org/business/minimum-wage</a>	
California: San Diego	1/1/2022	\$14.00	\$15.00	<a href="https://www.sandiego.gov/treasury/minimum-wage-program">https://www.sandiego.gov/treasury/minimum-wage-program</a>	
California: San Jose	1/1/2022	\$15.45	\$16.20	<a href="https://www.sanjoseca.gov/minimumwage">https://www.sanjoseca.gov/minimumwage</a>	
California: San Mateo	1/1/2022	\$15.62	\$16.20	<a href="https://www.cityofsanmateo.org/3279/Minimum-Wage">https://www.cityofsanmateo.org/3279/Minimum-Wage</a>	
California: Santa Clara	1/1/2022	\$15.65	\$16.40	<a href="https://www.santaclaracounty.gov/business-development/business-services/minimum-wage-ordinance">https://www.santaclaracounty.gov/business-development/business-services/minimum-wage-ordinance</a>	
California: Santa Rosa	1/1/2022	\$15.20	\$15.85	<a href="https://rcity.org/3164/Minimum-Wage">https://rcity.org/3164/Minimum-Wage</a>	
California: Sonoma (25 or fewer employees)	1/1/2022	\$14.00	\$15.00	<a href="https://www.sonomacity.org/minimum-wage-study/">https://www.sonomacity.org/minimum-wage-study/</a>	
California: Sonoma (26 or more employees)	1/1/2022	\$15.00	\$16.00	<a href="https://www.sonomacity.org/minimum-wage-study/">https://www.sonomacity.org/minimum-wage-study/</a>	
California: South San Francisco	1/1/2022	\$15.24	\$15.80	<a href="https://www.ssf.net/home/departments/city-manager/local-minimum-wage#~text=Need%20to%20know-Staring%20January%201%202021%202021%20all%20businesses%20operating%20within%20the%20geographic%20area%20more%20than%20a%20week%20%20to%20report%20a%20suspected%20violation%20by%20a%20misus">https://www.ssf.net/home/departments/city-manager/local-minimum-wage#~text=Need%20to%20know-Staring%20January%201%202021%202021%20all%20businesses%20operating%20within%20the%20geographic%20area%20more%20than%20a%20week%20%20to%20report%20a%20suspected%20violation%20by%20a%20misus</a>	<a href="https://www.ssf.net/home/showpublisheddocument/25226/637728795950100000">https://www.ssf.net/home/showpublisheddocument/25226/637728795950100000</a>
California: Sunnyvale	1/1/2022	\$16.30	\$17.10	<a href="https://www.sunnyvale.ca.gov/business/doingbusiness/wage.htm">https://www.sunnyvale.ca.gov/business/doingbusiness/wage.htm</a>	
California: West Hollywood (large employers, 50 or more employees)	1/1/2022	\$14.00	\$15.50	<a href="https://www.weho.org/Home/Components/News/News/10021/23">https://www.weho.org/Home/Components/News/News/10021/23</a>	<a href="https://www.weho.org/home/showpublisheddocument/51416/6377171684730000">https://www.weho.org/home/showpublisheddocument/51416/6377171684730000</a>
California: West Hollywood (small employers, 49 or fewer employees)	1/1/2022	\$13.00	\$15.00	<a href="https://www.weho.org/Home/Components/News/News/10021/23">https://www.weho.org/Home/Components/News/News/10021/23</a>	<a href="https://www.weho.org/home/showpublisheddocument/51416/6377171684730000">https://www.weho.org/home/showpublisheddocument/51416/6377171684730000</a>
California: West Hollywood (hotel workers)	1/1/2022	\$14.00	\$17.64	<a href="https://www.weho.org/Home/Components/News/News/10021/23">https://www.weho.org/Home/Components/News/News/10021/23</a>	<a href="https://www.weho.org/home/showpublisheddocument/51416/6377171684730000">https://www.weho.org/home/showpublisheddocument/51416/6377171684730000</a>
Colorado	1/1/2022	\$12.32	\$12.56	<a href="https://code.colorado.gov/press-releases/press-release-public-comment-new-open-on-colorados-2021-minimum-wage-other-new/#~text=DENVER%20%20%20The%20Colorado%20Department%20of%20Required%20by%20the%20Colorado%20Constitution">https://code.colorado.gov/press-releases/press-release-public-comment-new-open-on-colorados-2021-minimum-wage-other-new/#~text=DENVER%20%20%20The%20Colorado%20Department%20of%20Required%20by%20the%20Colorado%20Constitution</a>	<a href="https://www.colorado.gov/governor/news/6361/colorado-increasing-minimum-wage-workers">https://www.colorado.gov/governor/news/6361/colorado-increasing-minimum-wage-workers</a>
Colorado: Denver	1/1/2022	\$14.77	\$15.87	<a href="https://www.denvergov.org/content/denvergov/mayors-office/newsroom/2019/mai-proposal-to-raise-denvers-minimum-wage-submitted-to-city-.html">https://www.denvergov.org/content/denvergov/mayors-office/newsroom/2019/mai-proposal-to-raise-denvers-minimum-wage-submitted-to-city-.html</a>	
Delaware	1/1/2022	\$9.25	\$10.50	<a href="https://delcode.delaware.gov/title19/c009/index.html">https://delcode.delaware.gov/title19/c009/index.html</a>	<a href="https://www.weho.org/legislature/2024%20E%2080%2093%20413.25%20per%20hour%20%2038%20and">https://www.weho.org/legislature/2024%20E%2080%2093%20413.25%20per%20hour%20%2038%20and</a>
Illinois (4 or more employees)	1/1/2022	\$11.00	\$12.00	<a href="https://www.illinois.gov/101/laws/FLSPages/minimum-wage-by-year.aspx">https://www.illinois.gov/101/laws/FLSPages/minimum-wage-by-year.aspx</a>	
Illinois: Cook County	1/1/2022	\$11.00	\$12.00	<a href="https://www.cookcountylaw.gov/service/minimum-wage-ordinance-and-regulations">https://www.cookcountylaw.gov/service/minimum-wage-ordinance-and-regulations</a>	
Illinois: Cook County (Youths Under 18)	1/1/2022	\$8.50	\$9.25	<a href="https://www.cookcountylaw.gov/service/minimum-wage-ordinance-and-regulations">https://www.cookcountylaw.gov/service/minimum-wage-ordinance-and-regulations</a>	
Maine	1/1/2022	\$12.15	\$12.75	<a href="https://www.maine.gov/labor_events/article.shtml?id=563664">https://www.maine.gov/labor_events/article.shtml?id=563664</a>	<a href="https://legislature.maine.gov/statutes/26/title26sec664.html">https://legislature.maine.gov/statutes/26/title26sec664.html</a>
Maine: Portland	1/1/2022	\$12.15	\$13.00	<a href="https://www.portlandmaine.gov/167/Minimum-Wage">https://www.portlandmaine.gov/167/Minimum-Wage</a>	
Maine: Rockland	1/1/2022	\$12.15	\$13.00	<a href="https://rocklandmaine.gov/clerks-office/local-minimum-wage-ordinance/">https://rocklandmaine.gov/clerks-office/local-minimum-wage-ordinance/</a>	
Maryland (15 or more employees)	1/1/2022	\$11.75	\$12.50	<a href="https://www.dli.state.md.us/labor/wages/minimumwagelaw.pdf">https://www.dli.state.md.us/labor/wages/minimumwagelaw.pdf</a>	

Maryland (14 or fewer employees)	1/1/2022	\$11.60	\$12.20	<a href="https://www.dli.state.md.us/labor/wages/minimumwagelaw.pdf">https://www.dli.state.md.us/labor/wages/minimumwagelaw.pdf</a>	
Massachusetts	1/1/2022	\$13.50	\$14.25	<a href="https://www.mass.gov/info-details/mass-general-laws-151-ss-1#text=federal%20minimum%20rate.-Effective%20until%20January%202022..it%20is%20areby">https://www.mass.gov/info-details/mass-general-laws-151-ss-1#text=federal%20minimum%20rate.-Effective%20until%20January%202022..it%20is%20areby</a>	
Michigan	1/1/2022	\$9.87	\$10.10	<a href="http://www.legislature.mi.gov/StuffDownload/3101/1/mleg.aspx?page=GetObject&amp;objecname=mld-408-934">http://www.legislature.mi.gov/StuffDownload/3101/1/mleg.aspx?page=GetObject&amp;objecname=mld-408-934</a>	
Minnesota (\$500k Gross)	1/1/2022	\$10.08	\$10.33	<a href="https://www.dli.mn.gov/business/employment-practices/minimum-wage-minnesota">https://www.dli.mn.gov/business/employment-practices/minimum-wage-minnesota</a>	
Minnesota (Less than \$500k gross & certain hotels, etc.)	1/1/2022	\$8.21	\$8.42	<a href="https://www.dli.mn.gov/business/employment-practices/minimum-wage-minnesota">https://www.dli.mn.gov/business/employment-practices/minimum-wage-minnesota</a>	
Minnesota: 90-day training wage (under 20 years of age)	1/1/2022	\$8.21	\$8.42	<a href="https://www.dli.mn.gov/business/employment-practices/minimum-wage-minnesota">https://www.dli.mn.gov/business/employment-practices/minimum-wage-minnesota</a>	
Minnesota: Youth wage (under 18 years of age)	1/1/2022	\$8.21	\$8.42	<a href="https://www.dli.mn.gov/business/employment-practices/minimum-wage-minnesota">https://www.dli.mn.gov/business/employment-practices/minimum-wage-minnesota</a>	
Missouri	1/1/2022	\$10.30	\$11.15	<a href="https://www.dol.gov/agencies/whd/minimum-wage/stateinfo">https://www.dol.gov/agencies/whd/minimum-wage/stateinfo</a>	
Montana	1/1/2022	\$8.75	\$9.20	<a href="http://erd.dli.mt.gov/labor-standards/wage-and-hour-payment-act/state-minimum-wage">http://erd.dli.mt.gov/labor-standards/wage-and-hour-payment-act/state-minimum-wage</a>	<a href="https://erd.dli.mt.gov/docs/labor-standards/2022-min-wage-poster.pdf">https://erd.dli.mt.gov/docs/labor-standards/2022-min-wage-poster.pdf</a>
New Jersey	1/1/2022	\$12.00	\$13.00	<a href="https://www.nj.gov/laborforms_pdfs/wagehour/minimumwage_postcard.pdf">https://www.nj.gov/laborforms_pdfs/wagehour/minimumwage_postcard.pdf</a>	<a href="https://www.nj.gov/laborforms_pdfs/wagehour/minimumwage_postcard.pdf">https://www.nj.gov/laborforms_pdfs/wagehour/minimumwage_postcard.pdf</a>
New Jersey: Seasonal or small Employers w/less than 6 employees	1/1/2022	\$11.10	\$11.90	<a href="https://www.nj.gov/laborforms_pdfs/wagehour/minimumwage_postcard.pdf">https://www.nj.gov/laborforms_pdfs/wagehour/minimumwage_postcard.pdf</a>	<a href="https://www.nj.gov/laborforms_pdfs/wagehour/minimumwage_postcard.pdf">https://www.nj.gov/laborforms_pdfs/wagehour/minimumwage_postcard.pdf</a>
New Jersey: Agricultural	1/1/2022	\$10.44	\$10.90	<a href="https://www.nj.gov/laborforms_pdfs/wagehour/minimumwage_postcard.pdf">https://www.nj.gov/laborforms_pdfs/wagehour/minimumwage_postcard.pdf</a>	<a href="https://www.nj.gov/laborforms_pdfs/wagehour/minimumwage_postcard.pdf">https://www.nj.gov/laborforms_pdfs/wagehour/minimumwage_postcard.pdf</a>
New Jersey: Long-term care facility staff	1/1/2022	\$15.00	\$16.00	<a href="https://www.fisherphillips.com/news-insights/new-jersey-minimum-wage-increases-13.html">https://www.fisherphillips.com/news-insights/new-jersey-minimum-wage-increases-13.html</a>	<a href="https://www.fisherphillips.com/news-insights/new-jersey-increases-minimum-wage-for-long-term-care-facility-staff-as-covid-19-causes-continue-to-rise.html">https://www.fisherphillips.com/news-insights/new-jersey-increases-minimum-wage-for-long-term-care-facility-staff-as-covid-19-causes-continue-to-rise.html</a>
New Mexico	1/1/2022	\$10.50	\$11.50	<a href="https://www.dws.state.nm.us/Minimum-Wage-Information">https://www.dws.state.nm.us/Minimum-Wage-Information</a>	<a href="https://www.dws.state.nm.us/Portals/0/DMILaborRelations/NM_Min_Wage_SB437_2019.pdf">https://www.dws.state.nm.us/Portals/0/DMILaborRelations/NM_Min_Wage_SB437_2019.pdf</a>
New Mexico (Albuquerque) No Health Benefits	1/1/2022	\$10.50	\$11.50	<a href="https://cabq.gov/legal/albuquerque-minimum-wage-information">https://cabq.gov/legal/albuquerque-minimum-wage-information</a>	
New Mexico (Albuquerque) With Health Benefits and or Childcare Benefits	1/1/2022	\$9.50	\$10.50	<a href="https://cabq.gov/legal/albuquerque-minimum-wage-information">https://cabq.gov/legal/albuquerque-minimum-wage-information</a>	
New Mexico: Bernalillo County (Unicorp., No Health &/or Childcare Benefits)	3/1/2022	\$9.35	TBA*	<a href="https://www.bermco.gov/bermco-view/blog/2020/14/bermco-commission-passes-minimum-wage-increase-2/">https://www.bermco.gov/bermco-view/blog/2020/14/bermco-commission-passes-minimum-wage-increase-2/</a>	<a href="https://library.municode.com/nm/bernalillo_county/codes/code_of_ordinances?nodeId=BECCOCO_CH2A_D_ARTIIIOFEM_DIV8MWAOR_S2-220MWA">https://library.municode.com/nm/bernalillo_county/codes/code_of_ordinances?nodeId=BECCOCO_CH2A_D_ARTIIIOFEM_DIV8MWAOR_S2-220MWA</a>
New Mexico: Bernalillo County (Unicorp., Health &/or Childcare Benefits)	3/1/2022	\$8.35	TBA*	<a href="https://www.bermco.gov/bermco-view/blog/2020/14/bermco-commission-passes-minimum-wage-increase-2/">https://www.bermco.gov/bermco-view/blog/2020/14/bermco-commission-passes-minimum-wage-increase-2/</a>	<a href="https://library.municode.com/nm/bernalillo_county/codes/code_of_ordinances?nodeId=BECCOCO_CH2A_D_ARTIIIOFEM_DIV8MWAOR_S2-220MWA">https://library.municode.com/nm/bernalillo_county/codes/code_of_ordinances?nodeId=BECCOCO_CH2A_D_ARTIIIOFEM_DIV8MWAOR_S2-220MWA</a>
New Mexico: Las Cruces	1/1/2022	\$10.50	\$11.50	<a href="https://www.las-cruces.org/civicAlerts.aspx?aid=3875">https://www.las-cruces.org/civicAlerts.aspx?aid=3875</a>	<a href="https://www.las-cruces.org/CivicAlerts.aspx?aid=7414#~text=Pursuant%20to%20the%20Las%20Cruces%20on%20January%201%202022">https://www.las-cruces.org/CivicAlerts.aspx?aid=7414#~text=Pursuant%20to%20the%20Las%20Cruces%20on%20January%201%202022</a>
New Mexico: Santa Fe	3/1/2022	\$12.32	TBA*	<a href="https://www.santafenm.gov/living_wage_information">https://www.santafenm.gov/living_wage_information</a>	<a href="https://www.lodupra.com/localnews/rising-in-the-new-year-with-minimum-wage-2870081/">https://www.lodupra.com/localnews/rising-in-the-new-year-with-minimum-wage-2870081/</a>
New York: Westchester County (last update)	12/31/2021	\$14.00	\$15.00	<a href="https://dot.ny.gov/minimum-wage-0">https://dot.ny.gov/minimum-wage-0</a>	
New York: Long Island (last update)	12/31/2021	\$14.00	\$15.00	<a href="https://dot.ny.gov/minimum-wage-0">https://dot.ny.gov/minimum-wage-0</a>	
New York State: Remainder (last update)	12/31/2021	\$12.50	\$13.20	<a href="https://dot.ny.gov/minimum-wage-0">https://dot.ny.gov/minimum-wage-0</a>	
New York State Remainder: Fast food employees (last update)	7/1/2021	\$14.50	\$15.00	<a href="https://dot.ny.gov/minimum-wage-fast-food-workers-frequently-asked-questions">https://dot.ny.gov/minimum-wage-fast-food-workers-frequently-asked-questions</a>	
North Carolina	TBD (see notes)	\$7.25	TBD (see notes)	<a href="https://www.govdocs.com/north-carolina-minimum-wage-paid-leave-bills-introduced/">https://www.govdocs.com/north-carolina-minimum-wage-paid-leave-bills-introduced/</a>	Under proposed legislation, North Carolina would join the states that have plans to reach a \$15.00 minimum wage. If the new legislation passes, minimum wage in North Carolina would be \$10.35 on January 1, 2022
Ohio	1/1/2022	\$8.80	\$9.30	<a href="https://www.state.ohio.us/documents/dico_2022MinimumWageposter.pdf">https://www.state.ohio.us/documents/dico_2022MinimumWageposter.pdf</a>	
Puerto Rico	1/1/2022	\$7.25	\$8.50	<a href="https://www.litter.com/publications/press/publication/puerto-rico-governor-signs-law-raising-minimum-wage-850-hour-starting">https://www.litter.com/publications/press/publication/puerto-rico-governor-signs-law-raising-minimum-wage-850-hour-starting</a>	
Rhode Island	1/1/2022	\$11.50	\$12.25	<a href="https://ri.gov/press/view/41170">https://ri.gov/press/view/41170</a>	
South Dakota	1/1/2022	\$9.45	\$9.95	<a href="https://dir.ad.gov/employment_laws/minimum_wage.aspx">https://dir.ad.gov/employment_laws/minimum_wage.aspx</a>	<a href="https://dir.ad.gov/employment_laws/publications/min_wage_poster_2021.pdf">https://dir.ad.gov/employment_laws/publications/min_wage_poster_2021.pdf</a>
Vermont	1/1/2022	\$11.75	\$12.55	<a href="https://labor.vermont.gov/press-release/vermont-minimum-wage-increase-2022">https://labor.vermont.gov/press-release/vermont-minimum-wage-increase-2022</a>	
Virginia	1/1/2022	\$9.50	\$11.00	<a href="https://lva.virginia.gov/aco/de40/1-28_10/">https://lva.virginia.gov/aco/de40/1-28_10/</a>	
Washington	1/1/2022	\$13.69	\$14.49	<a href="https://ni.wa.gov/worker-rights/wage/minimum-wage/">https://ni.wa.gov/worker-rights/wage/minimum-wage/</a>	<a href="https://app.leg.wa.gov/crw/default.aspx?cite=49.46.020">https://app.leg.wa.gov/crw/default.aspx?cite=49.46.020</a>
Washington: Seattle (500 or Fewer Employees & Employee paid benefits)	1/1/2022	\$15.00	\$15.75	<a href="https://www.seattle.gov/laborsstandards/ordinances/minimum-wage">https://www.seattle.gov/laborsstandards/ordinances/minimum-wage</a>	
Washington: Seattle (500 or Fewer Employees - No employee paid benefits)	1/1/2022	\$16.69	\$17.27	<a href="https://www.seattle.gov/laborsstandards/ordinances/minimum-wage">https://www.seattle.gov/laborsstandards/ordinances/minimum-wage</a>	
Washington: Seattle (501 or More Employees)	1/1/2022	\$16.69	\$17.27	<a href="https://www.seattle.gov/laborsstandards/ordinances/minimum-wage">https://www.seattle.gov/laborsstandards/ordinances/minimum-wage</a>	
Washington: SeaTac	1/1/2022	\$16.57	\$17.54	<a href="https://www.seattletac.gov/minimumwage/minimumwage-ordinance">https://www.seattletac.gov/minimumwage/minimumwage-ordinance</a>	<a href="https://www.seattletac.gov/documents/791-29480">https://www.seattletac.gov/documents/791-29480</a>

\* Any cell marked with TBA will have their minimum wage increase based on local Consumer Price Index increases, and have not yet announced the increase in their minimum wage. Businesses operating within those jurisdictions should check the minimum wage resource linked for the location, under the official website link above.

#### Tipped Rate Increases

STATE/CITY	EFFECTIVE DATE	PREVIOUS CREDIT RATE	2022 TIPPED RATE	OFFICIAL INTERNET SITES FOR MINIMUM WAGE BY STATE AND/OR CITY	NOTES / COMMENTS / DESCRIPTION
Arizona (Flagstaff)	1/1/2022	\$12.00	\$13.00	<a href="https://www.flagstaff.az.gov/3520/Minimum-Wage">https://www.flagstaff.az.gov/3520/Minimum-Wage</a>	
Colorado	1/1/2022	\$9.30	\$9.54	<a href="https://colorado.gov/press-releases/press-release-public-comment-now-open-on-colorados-2021-minimum-wage-ordinance">https://colorado.gov/press-releases/press-release-public-comment-now-open-on-colorados-2021-minimum-wage-ordinance</a>	<a href="https://www.colorado.gov/governor/news/6361/colorado-increasing-minimum-wage-workers">https://www.colorado.gov/governor/news/6361/colorado-increasing-minimum-wage-workers</a>
Illinois	1/1/2022	\$6.60	\$7.20	<a href="https://www2.illinois.gov/dol/laws-Rules/PLS/Pages/minimum-wage-rates-by-year.aspx">https://www2.illinois.gov/dol/laws-Rules/PLS/Pages/minimum-wage-rates-by-year.aspx</a>	
Maine	1/1/2022	\$6.08	\$6.38	<a href="https://www.maine.gov/labour_events/article.shtml?id=5636964">https://www.maine.gov/labour_events/article.shtml?id=5636964</a>	
Maine: Portland	1/1/2022	\$6.08	\$6.50	<a href="https://www.portlandmaine.gov/1671/Minimum-Wage">https://www.portlandmaine.gov/1671/Minimum-Wage</a>	
Massachusetts	1/1/2022	\$5.55	\$6.15	<a href="https://www.mass.gov/info-details/massachusetts-law-about-minimum-wage">https://www.mass.gov/info-details/massachusetts-law-about-minimum-wage</a>	
Michigan	1/1/2022	\$3.75	\$3.75	<a href="https://www.michigan.gov/lara/0_460/1-7-154-11472-492482--00.html">https://www.michigan.gov/lara/0_460/1-7-154-11472-492482--00.html</a>	<a href="https://www.govdocs.com/2022-state-minimum-wage-rates/">https://www.govdocs.com/2022-state-minimum-wage-rates/</a>
New Jersey	1/1/2022	\$4.13	\$5.13	<a href="https://www.nj.gov/laborforms_pdfs/wagehour/minimumwage_postcard.pdf">https://www.nj.gov/laborforms_pdfs/wagehour/minimumwage_postcard.pdf</a>	
New Mexico (Albuquerque)	1/1/2022	\$6.30	\$6.90	<a href="https://cabq.gov/legal/albuquerque-minimum-wage-information">https://cabq.gov/legal/albuquerque-minimum-wage-information</a>	
New Mexico: Las Cruces	1/1/2022	\$4.20	\$4.60	<a href="https://www.las-cruces.org/civicAlerts.aspx?aid=3875">https://www.las-cruces.org/civicAlerts.aspx?aid=3875</a>	<a href="https://www.las-cruces.org/CivicAlerts.aspx?aid=7414">https://www.las-cruces.org/CivicAlerts.aspx?aid=7414</a>
Ohio	1/1/2022	\$4.40	\$4.65	<a href="https://www.state.ohio.us/documents/dico_2021MinimumWageposter.pdf">https://www.state.ohio.us/documents/dico_2021MinimumWageposter.pdf</a>	
South Dakota	1/1/2022	\$4.72	\$4.98	<a href="https://dir.ad.gov/employment_laws/minimum_wage.aspx">https://dir.ad.gov/employment_laws/minimum_wage.aspx</a>	
Vermont	1/1/2022	\$5.88	\$6.28	<a href="https://labor.vermont.gov/press-release/vermont-minimum-wage-increase-2022">https://labor.vermont.gov/press-release/vermont-minimum-wage-increase-2022</a>	

FEDERAL CONTRACTORS	EFFECTIVE DATE	PREVIOUS WAGE RATE	2022 WAGE RATE	OFFICIAL INTERNET SITES FOR MINIMUM WAGE BY STATE AND/OR CITY	NOTES / COMMENTS / DESCRIPTION
Federal Contractors	1/1/2022	\$10.95 per hour	\$11.25	<a href="https://www.dol.gov/agencies/whd/government-contracts/minimum-wage">https://www.dol.gov/agencies/whd/government-contracts/minimum-wage</a>	Covered contracts that are entered into on or after January 30, 2022, or that are renewed or extended (pursuant to an option or otherwise) on or after January 30, 2022, will be generally subject to a higher \$15.00 minimum wage rate established by Executive Order 14026 of April 27, 2021.
Tipped Employees (Federal Contracts)	1/1/2022	\$7.65 per hour	\$7.90	<a href="https://www.dol.gov/agencies/whd/government-contracts/minimum-wage">https://www.dol.gov/agencies/whd/government-contracts/minimum-wage</a>	

**JANUARY 2022 EXECUTIVE/ADMINISTRATIVE/PROFESSIONAL EMPLOYEES**

STATE	EFFECTIVE DATE	WEEKLY	MONTHLY	ANNUAL	NOTES / COMMENTS / DESCRIPTION
California (26 or more employees)	1/1/2022	\$1,200.00	\$5,200.00	\$52,400.00	<a href="https://www.littler.com/publication-press/publication/ring-new-year-minimum-wage-tipped-and-exempt-employee-pay-increases7utm_sourcevfuture&amp;utm_mediumemail&amp;utm_campaignnews%20%26%20analysis%20november%202021">https://www.littler.com/publication-press/publication/ring-new-year-minimum-wage-tipped-and-exempt-employee-pay-increases7utm_sourcevfuture&amp;utm_mediumemail&amp;utm_campaignnews%20%26%20analysis%20november%202021</a>
California (25 or less employees)	1/1/2022	\$1,120.00	\$4,853.34	\$58,240.00	<a href="https://www.littler.com/publication-press/publication/ring-new-year-minimum-wage-tipped-and-exempt-employee-pay-increases7utm_sourcevfuture&amp;utm_mediumemail&amp;utm_campaignnews%20%26%20analysis%20november%202021">https://www.littler.com/publication-press/publication/ring-new-year-minimum-wage-tipped-and-exempt-employee-pay-increases7utm_sourcevfuture&amp;utm_mediumemail&amp;utm_campaignnews%20%26%20analysis%20november%202021</a>
Colorado	1/1/2022	\$865.38	\$3,750.00	\$45,000.00	<a href="https://www.littler.com/publication-press/publication/ring-new-year-minimum-wage-tipped-and-exempt-employee-pay-increases7utm_sourcevfuture&amp;utm_mediumemail&amp;utm_campaignnews%20%26%20analysis%20november%202021">https://www.littler.com/publication-press/publication/ring-new-year-minimum-wage-tipped-and-exempt-employee-pay-increases7utm_sourcevfuture&amp;utm_mediumemail&amp;utm_campaignnews%20%26%20analysis%20november%202021</a>
Maine	1/1/2022	\$735.57	\$3,187.50	\$38,250.00	<a href="https://www.littler.com/publication-press/publication/ring-new-year-minimum-wage-tipped-and-exempt-employee-pay-increases7utm_sourcevfuture&amp;utm_mediumemail&amp;utm_campaignnews%20%26%20analysis%20november%202021">https://www.littler.com/publication-press/publication/ring-new-year-minimum-wage-tipped-and-exempt-employee-pay-increases7utm_sourcevfuture&amp;utm_mediumemail&amp;utm_campaignnews%20%26%20analysis%20november%202021</a>
New York: Westchester County	1/1/2022	\$1,125.00	\$4,875.00	\$58,500.00	<a href="https://www.littler.com/publication-press/publication/ring-new-year-minimum-wage-tipped-and-exempt-employee-pay-increases7utm_sourcevfuture&amp;utm_mediumemail&amp;utm_campaignnews%20%26%20analysis%20november%202021">https://www.littler.com/publication-press/publication/ring-new-year-minimum-wage-tipped-and-exempt-employee-pay-increases7utm_sourcevfuture&amp;utm_mediumemail&amp;utm_campaignnews%20%26%20analysis%20november%202021</a>
New York: Suffolk County	1/1/2022	\$1,125.00	\$4,875.00	\$58,500.00	<a href="https://www.littler.com/publication-press/publication/ring-new-year-minimum-wage-tipped-and-exempt-employee-pay-increases7utm_sourcevfuture&amp;utm_mediumemail&amp;utm_campaignnews%20%26%20analysis%20november%202021">https://www.littler.com/publication-press/publication/ring-new-year-minimum-wage-tipped-and-exempt-employee-pay-increases7utm_sourcevfuture&amp;utm_mediumemail&amp;utm_campaignnews%20%26%20analysis%20november%202021</a>
New York State (Remainder)	1/1/2022	\$990.00	\$4,290.00	\$51,480.00	<a href="https://www.littler.com/publication-press/publication/ring-new-year-minimum-wage-tipped-and-exempt-employee-pay-increases7utm_sourcevfuture&amp;utm_mediumemail&amp;utm_campaignnews%20%26%20analysis%20november%202021">https://www.littler.com/publication-press/publication/ring-new-year-minimum-wage-tipped-and-exempt-employee-pay-increases7utm_sourcevfuture&amp;utm_mediumemail&amp;utm_campaignnews%20%26%20analysis%20november%202021</a>
Washington: 51 or more employees	1/1/2022	\$1,014.30	\$4,395.30	\$52,743.60	<a href="https://www.littler.com/publication-press/publication/ring-new-year-minimum-wage-tipped-and-exempt-employee-pay-increases7utm_sourcevfuture&amp;utm_mediumemail&amp;utm_campaignnews%20%26%20analysis%20november%202021">https://www.littler.com/publication-press/publication/ring-new-year-minimum-wage-tipped-and-exempt-employee-pay-increases7utm_sourcevfuture&amp;utm_mediumemail&amp;utm_campaignnews%20%26%20analysis%20november%202021</a>
Washington: 50 or less employees	1/1/2022	\$1,014.30	\$4,395.30	\$52,743.60	<a href="https://www.littler.com/publication-press/publication/ring-new-year-minimum-wage-tipped-and-exempt-employee-pay-increases7utm_sourcevfuture&amp;utm_mediumemail&amp;utm_campaignnews%20%26%20analysis%20november%202021">https://www.littler.com/publication-press/publication/ring-new-year-minimum-wage-tipped-and-exempt-employee-pay-increases7utm_sourcevfuture&amp;utm_mediumemail&amp;utm_campaignnews%20%26%20analysis%20november%202021</a>

### Additional Details:

**Delaware:** On July 19, Delaware enacted SB 15, which gradually increases the minimum wage, starting on January 1, 2022 through 2025 (when it will be \$15 per hour).

**Connecticut:** On August 1, Connecticut's minimum wage and minimum cash wage increased by \$1.00 per hour to \$13 and \$6.63 or \$4.77 (depending on whether the employee is a tipped employee in a hotel / restaurant or a bartender, respectively).

**Alaska:** On October 5, 2021, Alaska's Department of Labor & Workforce Development announced that the minimum wage (and, as a result, various exempt employee pay amounts) would not increase in 2022 because the consumer price index for annual adjustments decreased 1.1%.

**Tucson, AZ:** At a November 2 election, voters in Tucson, Arizona appear to have approved a ballot measure creating a minimum wage ordinance (and establishing numerous other wage payment laws). Beginning April 1, 2022, the measure will require a \$13.00 minimum wage, and for tipped employees a \$3.00 tip credit and \$10.00 minimum cash wage. There will be future set increases in 2023 through 2025, with annual adjustments starting in 2026.

**Richmond, CA:** Some employers might be able to apply up to a \$1.50 per hour credit if they provide qualifying medical benefits, *but* employers subject to the lower state minimum wage *cannot* claim the *full* credit because that would decrease an employee's wage below the state minimum wage.

**West Hollywood, CA:** The definitions of "hotel employer" and "hotel worker" are very broad and not limited to "traditional" hotel employees. See Sebastian Chilco, Helene Wasserman, and Robert Blumberg, It's Wild Wild West (Hollywood): Minimum Wage (to the Max), Paid (and Unpaid) Leave . . . and Service Charges, Littler Insight (Nov. 18, 2021).

**Cook County, IL:** Although the county minimum wage exceeds the state rate, the state minimum cash wage (MCW) exceeds the county rate, so, when this occurs, the county uses the state MCW as the county MCW, which, in turn, affects the county's maximum tip credit.

**Michigan:** For 2021, the state labor department announced the scheduled minimum wage increase would not occur due to unemployment levels. We are waiting for the department to announce what the 2020 rates will be. Note that, if a rate change does occur, it should be the minimum wage, minimum cash wage, and tip credit numbers that were supposed to take effect in 2021, which would be \$9.87 (22¢), \$3.75 (8¢), and \$6.12 (14¢), respectively.

**Minnesota:** 1) an enterprise whose annual gross volume of sales made or business done is less than \$500,000 (excluding separately stated retail excise taxes); and 2) a covered hotel, motel, lodging establishment, or resort (Minn. Stat. § 157.15) that enters into a contract with an employee working on a summer work travel exchange visitor program nonimmigrant visa ("J visa") that includes a provision that the employer will provide food or lodging benefit.

**New Jersey (Small Employer/Seasonal):** Although a lower minimum wage rate applies for employees of small or seasonal employers, the state labor department contends that, if an employer claims a tip credit, the general minimum wage rate applies.

**Alaska and New York City:** For example, amounts exceed the FLSA rate but will not change on January 1, 2022 in Alaska, or under the New York City rate under New York State law.

**Maine:** In its announcement concerning the 2022 adjusted minimum wage, the Maine DOL said, "Starting January 1, 2022, the new minimum salary threshold is \$735.59 per week, or \$38,251 per year." 3,000 times the 2022 minimum wage of \$12.75 per hour is \$38,250 (\$38,251 would exceed that amount, as it would be \$38,250.01).