

2023 Mid-Year Minimum Wage Changes

The content below is current as of **June 6, 2023** and is subject to change. Some states change minimum wage rates mid-year rather than at the beginning of the year. To assist you with planning, the following is a list of states and localities with upcoming increases in their minimum wage rates. We've also provided links to resources providing additional details regarding rates and coverage.

Important: As always, it is the employer's obligation to ensure you comply with federal, state, and local wage requirements. Paychex will not make any changes to your payroll, including changes to employee wage rates, without your express instructions to do so. If you have questions, please contact your service representative.

Note: For any state or local industry-specific wage rates, review applicable agency websites or consult with your legal or financial advisor.

State	2023 Effective Date	Minimum Wage	Tipped Employees Minimum Cash Wage
Connecticut	June 1	\$15.00	\$8.23 bartender ¹ \$6.38 waitstaff ¹
District of Columbia ²	May 1	\$16.10 ¹	\$6.00
	July 1	\$17.00	\$8.00
Florida ³	September 30	\$12.00	\$8.98
Nevada	July 1	\$10.25- if health benefits offered \$11.25- if no health benefits offered	N/A
Oregon	July 1	\$14.20 - standard rate \$15.45 - urban rate \$13.20 - non-urban rate	N/A

¹ These rates haven't changed.

² District of Columbia has two changes to the tipped employee rates, but one change to minimum wage.

³ The state resource has not been updated as of the time of publication; however, confirmation of the minimum wage amount may be seen on the [U.S. DOL website](#).

We are happy to assist you in making changes to your employees' pay rates if required. Please review your payroll to determine if your business and employees are affected by these changes and notify us of any necessary adjustments. Failure to comply with minimum wage laws may result in substantial penalties.

Local Minimum Wages

The new local minimum wage rates are listed below with links to resources providing additional details regarding rates and coverage.

California

Local Jurisdiction	2023 Effective Date	Minimum Wage
Alameda	July 1	\$16.52
Berkley	July 1	\$18.07
Emeryville	July 1	\$18.67
Fremont	July 1	\$16.80
Los Angeles (City)	July 1	\$16.78
Los Angeles (County)	July 1	\$16.90
Malibu	July 1	\$16.90
Milpitas	July 1	\$17.20
Pasadena	July 1	\$16.93
San Francisco	July 1	\$18.07
Santa Monica	July 1	\$16.90
West Hollywood	July 1	\$19.08

Illinois

Local Jurisdiction	2023 Effective Date	Minimum Wage	Tipped Employees Minimum Cash Wage
Chicago (21 or more employees)	July 1	\$15.80	\$9.48
Chicago (4-20 employees)	July 1	\$15.00	\$9.00
Cook County	July 1	\$13.70	\$8.00

Maryland

Local Jurisdiction	2023 Effective Date	Minimum Wage
Montgomery County: Large Employer (51 or more employees)	July 1	\$16.70
Montgomery County: Midsize Employer (11-50 employees)	July 1	\$15.00
Montgomery County: Small Employer (10 or less employees)	July 1	\$14.50

Minnesota

Local Jurisdiction	2023 Effective Date	Minimum Wage
Minneapolis Small Business (100 employees or less)	July 1	\$14.50
Saint Paul: Large Business (101 - 10,000 employees)	July 1	\$15.00
Saint Paul: Small Business (6 - 100 employees)	July 1	\$13.00
Saint Paul: Micro Business (5 or less employees)	July 1	\$11.50

New Mexico

Local Jurisdiction	2023 Effective Date	Minimum Wage	Tipped Employees Minimum Cash Wage
Santa Fe (City)	March 1	\$14.03	\$3.00 ¹
Santa Fe (County)	March 1	\$14.03	\$4.21

Washington

Local Jurisdiction	2023 Effective Date	Minimum Wage
Tukwilla: Large Employers (more than 500 EEs Worldwide)	July 1	\$18.99
Tukwilla: Mid-Size Employers (15-500 employees Worldwide or Annual Gross revenue greater than \$2mil.)	July 1	\$16.99

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If you have questions, please contact your Service Representative.

The content contained within this document reflects the most current information at the time of its release and is subject to change.