

# Minimum Wage Updates: January 2023



The following consists of information gathered from official state, county, and city agencies, along with multiple online reputable legal and HR resources. Vensure Employer Services assumes no responsibility for its updated accuracy, as rates may change between December 2022 and July 2023. To assist with this, official links to applicable state, county, and city websites have been included so that you can personally confirm the rates, in case they have been changed.

State/City	Effective Date	Previous Wage Rate	2023 Wage Rate	Official Website	Notes/Comments/Descriptions
Alaska	1/1/2023	\$10.34	\$10.85	<a href="#">Alaska Minimum Wage</a>	<a href="#">Alaska Statute 23.10.065 (a)</a>
Arizona	1/1/2023	\$12.80	\$13.85	<a href="#">Arizona Minimum Wage</a>	<a href="#">Arizona Statute 23-363</a>
Arizona: Flagstaff	1/1/2023	\$15.50	\$16.80	<a href="#">Flagstaff Arizona Minimum Wage</a>	<a href="#">Flagstaff Chapter 15-01-001-0003</a>
Arizona: Tucson	1/1/2023	\$13.00	\$13.85	<a href="#">Tucson Arizona Minimum Wage</a>	<a href="#">Ariz. Rev. Stat. § 23-363</a>
California (25 or Less Employees)	1/1/2023	\$14.00	\$15.50	<a href="#">DLSE FAQ Minimum Wage</a>	<a href="#">Labor Code Section 1182.12(c)(3)(A)</a>
California (26 or More Employees)	1/1/2023	\$15.00	\$15.50	<a href="#">DLSE FAQ Minimum Wage</a>	<a href="#">Labor Code Section 1182.12(c)(3)(A)</a>
California: Belmont	1/1/2023	\$16.20	\$16.75	<a href="#">Belmont California Minimum Wage</a>	<a href="#">Belmont Minimum Wage Notice</a>
California: Burlingame	1/1/2023	\$15.60	\$16.47	<a href="#">Burlingame California Minimum Wage</a>	<a href="#">Burlingame Employer Poster</a>
California: Cupertino	1/1/2023	\$16.40	\$17.20	<a href="#">Cupertino California Minimum Wage</a>	<a href="#">Section 3.37.040 (b)</a>
California: Daly City	1/1/2023	\$15.53	\$16.07	<a href="#">Daly City California Minimum Wage</a>	<a href="#">Daly City Poster</a>
California: East Palo Alto	1/1/2023	\$15.60	\$16.50	<a href="#">East Palo Alto California Minimum Wage</a>	<a href="#">East Palo Alto Minimum Wage Notice</a>
California: El Cerrito	1/1/2023	\$16.37	\$17.35	<a href="#">El Cerrito California</a>	<a href="#">El Cerrito Minimum Wage Notice</a>
California: Foster City	1/1/2023	\$15.75	\$16.50	<a href="#">Foster City California Minimum Wage</a>	<a href="#">Foster City Minimum Wage Notice</a>
California: Half Moon Bay	1/1/2023	\$15.56	\$16.45	<a href="#">Half Moon Bay California Minimum Wage</a>	<a href="#">Half Moon Bay Minimum Wage Notice</a>
California: Hayward (25 or fewer employees)	1/1/2023	\$14.52	\$15.50	<a href="#">Hayward California Minimum Wage</a>	<a href="#">Hayward Minimum Wage Notice</a>
California: Hayward (26 or More Employees)	1/1/2023	\$15.56	\$16.34	<a href="#">Hayward California Minimum Wage</a>	<a href="#">Hayward Minimum Wage Notice</a>
California: Los Altos	1/1/2023	\$16.40	\$17.20	<a href="#">Los Altos California Minimum Wage</a>	<a href="#">Los Altos Minimum Wage Poster</a>
California: Menlo Park	1/1/2023	\$15.75	\$16.20	<a href="#">Menlo Park Minimum Wage Ordinance</a>	<a href="#">Menlo Park Poster</a>
California: Mountain View	1/1/2023	\$17.10	\$18.15	<a href="#">Mountain View California Minimum Wage</a>	<a href="#">Mountain View Minimum Wage Notice</a>
California: Novato Very Large Businesses (100 or More Employees)	1/1/2023	\$15.77	\$16.32	<a href="#">Novato California Minimum Wage</a>	<a href="#">Novato Minimum Wage Notice</a>
California: Novato Large Business (26 to 99 Employees)	1/1/2023	\$15.53	\$16.07	<a href="#">Novato California Minimum Wage</a>	<a href="#">Novato Minimum Wage Notice</a>
California: Novato Small Businesses (25 or Less Employees)	1/1/2023	\$15.00	\$15.53	<a href="#">Novato California Minimum Wage</a>	<a href="#">Novato Minimum Wage Notice</a>
California: Oakland	1/1/2023	\$15.06	\$15.97	<a href="#">Oakland California Minimum Wage</a>	<a href="#">Poster release date 12/1/22</a>
California: Oakland (Hotel Workers with Health Benefits)	1/1/2023	\$16.38	\$17.37	<a href="#">Oakland California Minimum Wage</a>	<a href="#">Poster release date 12/1/22</a>

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California: Oakland (Hotel Workers With No Health Benefits)	1/1/2023	\$21.84	\$23.15	<a href="#">Oakland California Minimum Wage</a>	<a href="#">Poster release date 12/1/22</a>
California: Palo Alto	1/1/2023	\$16.45	\$17.25	<a href="#">Palo Alto California Minimum Wage</a>	<a href="#">Palo Alto Poster</a>
California: Petaluma	1/1/2023	\$15.85	\$17.06	<a href="#">Petaluma California Minimum Wage</a>	<a href="#">Petaluma California Poster</a>
California: Redwood City	1/1/2023	\$16.20	\$17.00	<a href="#">Redwood City California Minimum Wage</a>	<a href="#">Redwood City Official Notice</a>
California: Richmond (Employer Does Not Pay Towards Medical Benefits)	1/1/2023	\$15.54	\$16.17	<a href="#">Richmond California Minimum Wage</a>	<a href="#">Littler Article with Minimum Wage</a>
California: Richmond (Employer Pays Towards Medical Benefits)	1/1/2023	\$15.00	\$15.50	<a href="#">Richmond California Minimum Wage</a>	<a href="#">Littler Article with Minimum Wage</a>
California: San Carlos	1/1/2023	\$15.77	\$16.32	<a href="#">San Carlos California Minimum Wage</a>	<a href="#">San Carlos Poster</a>
California: San Diego	1/1/2023	\$15.00	\$16.30	<a href="#">San Diego California Minimum Wage</a>	<a href="#">San Diego Poster</a>
California: San Francisco (Government Supported Employee)	1/1/2023	\$15.03	\$15.50	<a href="#">San Francisco California Minimum Wage Article</a>	N/A
California: San Jose	1/1/2023	\$16.20	\$17.00	<a href="#">San Jose California Minimum Wage</a>	<a href="#">San Jose Poster</a>
California: San Leandro	1/1/2023	\$15.00	\$15.50	<a href="#">San Leandro California Minimum Wage Article</a>	Poster has yet to be released.
California: San Mateo	1/1/2023	\$16.20	\$16.75	<a href="#">San Mateo California Minimum Wage</a>	<a href="#">San Mateo Official Notice</a>
California: Santa Clara	1/1/2023	\$16.40	\$17.20	<a href="#">Santa Clara California Minimum Wage</a>	<a href="#">Santa Clara Poster</a>
California: Santa Rosa	1/1/2023	\$15.85	\$17.06	<a href="#">Santa Rosa California Minimum Wage</a>	<a href="#">Santa Rosa Poster</a>
California: Sonoma (25 or Fewer Employees)	1/1/2023	\$15.00	\$16.00	<a href="#">Sonoma City California</a>	<a href="#">Poster</a>
California: Sonoma (26 or More Employees)	1/1/2023	\$16.00	\$17.00	<a href="#">Sonoma City California</a>	<a href="#">Poster</a>
California: South San Francisco	1/1/2023	\$15.80	\$16.70	<a href="#">South San Francisco California Minimum Wage</a>	<a href="#">South San Francisco Poster</a>
California: Sunnyvale	1/1/2023	\$17.10	\$17.95	<a href="#">Sunnyvale California Minimum Wage</a>	Poster has yet to be released.
California: West Hollywood (Large Employers, 50 or More Employees)	1/1/2023	\$16.50	\$17.50	<a href="#">West Hollywood California Minimum Wage</a>	Poster has yet to be released.
California: West Hollywood (Small Employers, 49 or Fewer Employees)	1/1/2023	\$16.00	\$17.00	<a href="#">West Hollywood California Minimum Wage</a>	Poster has yet to be released.
Colorado	1/1/2023	\$12.56	\$13.65	<a href="#">Colorado Minimum Wage</a>	<a href="#">Colorado Minimum Wage Announcement</a>
Colorado: Denver	1/1/2023	\$15.87	\$17.29	<a href="#">Denver Minimum Wage</a>	<a href="#">Section 58-16b(5)</a>
Connecticut	6/1/2023	\$14.00	\$15.00	<a href="#">Connecticut Minimum Wage</a>	<a href="#">Section 31-58i(1)</a>
Delaware	1/1/2023	\$10.50	\$11.75	<a href="#">Delaware Minimum Wage - Title 19 Chapter 9 § 902a(3)</a>	<a href="#">Poster</a>
Illinois	1/1/2023	\$12.00	\$13.00	<a href="#">Illinois Minimum Wage</a>	<a href="#">820 ILCS 105/4a(1)</a>

# Minimum Wage Updates: January 2023



State/City	Effective Date	Previous Wage Rate	2023 Wage Rate	Official Website	Notes/Comments/Descriptions
Illinois (Youths Under 18)	1/1/2023	\$9.25	\$10.50	<a href="#">Illinois Minimum Wage</a>	<a href="#">820 ILCS 105/4(3(4))</a>
Illinois: Cook County (Youths Under 18)	1/1/2023	\$9.25	\$10.50	<a href="#">Cook County Illinois Minimum Wage</a>	<a href="#">Minimum Wage Ordinance FAQs</a>
Maine	1/1/2023	\$12.75	\$13.80	<a href="#">Maine Minimum Wage</a>	<a href="#">Title 26 §664 (1)</a>
Maine: Portland	1/1/2023	\$13.00	\$14.00	<a href="#">Portland Maine Minimum Wage</a>	<a href="#">Portland Minimum Wage Notice</a>
Maine: Rockland	1/1/2023	\$13.00	\$14.00	<a href="#">Rockland Maine Minimum Wage</a>	<a href="#">Rockland Official Notice</a>
Maryland (15 or More Employees)	1/1/2023	\$12.50	\$13.25	<a href="#">Maryland Minimum Wage</a>	<a href="#">Maryland Poster</a>
Maryland (14 or Fewer Employees)	1/1/2023	\$12.20	\$12.80	<a href="#">Maryland Minimum Wage</a>	<a href="#">Maryland Poster</a>
Maryland: Howard County (15 or More Employees)	1/1/2023	\$14.00	\$15.00	<a href="#">Howard Country Maryland Minimum Wage</a>	<a href="#">Howard County Poster</a>
Maryland: Howard County (14 or Fewer Employees)	1/1/2023	\$12.50	\$13.25	<a href="#">Howard Country Maryland Minimum Wage</a>	<a href="#">Howard County Poster</a>
Massachusetts	1/1/2023	\$14.25	\$15.00	<a href="#">Massachusetts Minimum Wage</a>	<a href="#">Massachusetts Poster</a>
Michigan	1/1/2023	\$9.87	\$10.10	<a href="#">Michigan Minimum Wage</a>	<a href="#">Michigan Poster</a>
Minnesota (\$500K Gross)	1/1/2023	\$10.33	\$10.59	<a href="#">Minnesota Minimum Wage</a>	<a href="#">Minnesota Poster</a>
Minnesota (Less Than \$500k Gross and Certain Hotels, etc.)	1/1/2023	\$8.42	\$8.63	<a href="#">Minnesota Minimum Wage</a>	<a href="#">Minnesota Poster</a>
Minnesota: 90-day Training Wage (Under 20 Years of Age)	1/1/2023	\$8.42	\$8.63	<a href="#">Minnesota Minimum Wage</a>	<a href="#">Minnesota Poster</a>
Minnesota: Youth Wage (Under 19 Years of Age)	1/1/2023	\$8.42	\$8.63	<a href="#">Minnesota Minimum Wage</a>	<a href="#">Minnesota Poster</a>
Minnesota: Minneapolis (101 or More Employees)	1/1/2023	\$15.00	\$15.19	<a href="#">Minneapolis Minnesota Minimum wage</a>	<a href="#">Minneapolis Poster</a>
Minnesota: St. Paul (More than 10,000 Employees)	1/1/2023	\$15.00	\$15.19	<a href="#">St. Paul Minnesota Minimum Wage</a>	<a href="#">St. Paul Poster</a>
Missouri	1/1/2023	\$11.15	\$12.00	<a href="#">Missouri Minimum Wage</a>	<a href="#">Section 290.502(3)</a>
Montana	1/1/2023	\$9.20	\$9.95	<a href="#">Montana Minimum Wage</a>	<a href="#">Montana Poster</a>
Nebraska (Voted Yes to Proposal) - Unofficial	1/1/2023	\$9.00	\$10.50	<a href="#">Nebraska Proposed Amendment to Minimum Wage Section 48-1203</a>	N/A
New Jersey	1/1/2023	\$13.00	\$14.13	<a href="#">New Jersey Minimum Wage</a>	<a href="#">New Jersey Poster</a>
New Jersey: Seasonal or Small Employers With Less Than 6 Employees	1/1/2023	\$11.90	\$12.93	<a href="#">New Jersey Minimum Wage</a>	<a href="#">New Jersey Poster</a>
New Jersey: Agricultural	1/1/2023	\$11.05	\$12.01	<a href="#">New Jersey Minimum Wage</a>	<a href="#">New Jersey Poster</a>
New Jersey: Long-term Care Facility Staff	1/1/2023	\$16.00	\$17.13	<a href="#">New Jersey Long Term Care Minimum Wage</a>	N/A

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State/City	Effective Date	Previous Wage Rate	2023 Wage Rate	Official Website	Notes/Comments/Descriptions
New Mexico	1/1/2023	\$11.50	\$12.00	<a href="#">New Mexico Minimum Wage</a>	<a href="#">Section 50-4-22A(5)</a>
New Mexico (Albuquerque) With No Health Benefits	1/1/2023	\$11.50	\$12.00	<a href="#">Albuquerque New Mexico Minimum Wage</a>	<a href="#">Albuquerque Poster</a>
New Mexico (Albuquerque) With Health Benefits and or Childcare Benefits	1/1/2023	\$11.50	\$12.00	<a href="#">Albuquerque New Mexico Minimum Wage</a>	<a href="#">Albuquerque Poster</a>
New Mexico: Bernalillo County (Unicorp., No Health and/or Childcare Benefits)	3/1/2023	\$11.50	TBD*	<a href="#">Bernalillo New Mexico Minimum Wage</a>	<a href="#">Section 2-220a(4)</a>
New Mexico: Bernalillo County (Unicorp., Health and/or Childcare Benefits)	3/1/2023	\$11.50	TBD*	<a href="#">Bernalillo New Mexico Minimum Wage</a>	<a href="#">Section 2-220a(4)</a>
New Mexico: Las Cruces	1/1/2023	\$11.50	\$12.00	<a href="#">Las Cruces New Mexico Minimum Wage</a>	<a href="#">Las Cruces Poster</a>
New Mexico: Santa Fe	3/1/2023	\$12.95	TBD*	<a href="#">Santa Fe New Mexico Minimum Wage</a>	<a href="#">Living Wage Ordinance 28-1.5(B)</a>
New York State: Remainder (Last Update)	12/31/2022	\$13.20	\$14.20	<a href="#">New York State Minimum Wage</a>	<a href="#">New York Minimum Wage FAQ's</a>
Ohio	1/1/2023	\$9.30	\$10.10	<a href="#">Ohio Minimum Wage</a>	<a href="#">Ohio Poster</a>
Rhode Island	1/1/2023	\$12.25	\$13.00	<a href="#">Rhode Island Minimum Wage</a>	<a href="#">R.I. Gen. Laws § 28-12-3</a>
South Dakota	1/1/2023	\$9.95	\$10.80	<a href="#">South Dakota Minimum Wage</a>	<a href="#">South Dakota Poster</a>
Vermont	1/1/2023	\$12.55	\$13.18	<a href="#">Vermont Minimum Wage</a>	<a href="#">Vermont Poster</a>
Virginia	1/1/2023	\$11.00	\$12.00	<a href="#">Virginia Minimum Wage</a>	<a href="#">Virginia Article</a>
Washington	1/1/2023	\$14.49	\$15.74	<a href="#">Washington Minimum Wage</a>	<a href="#">Washington Poster</a>
Washington: Seattle (500 or Fewer Employees and Employee Paid Benefits)	1/1/2023	\$15.75	\$16.50	<a href="#">Seattle Washington Minimum Wage</a>	<a href="#">Seattle Poster</a>
Washington: Seattle (500 or Fewer Employees - No Employee Paid Benefits)	1/1/2023	\$17.27	\$18.69	<a href="#">Seattle Washington Minimum Wage</a>	<a href="#">Seattle Poster</a>
Washington: Seattle (501 or More Employees)	1/1/2023	\$17.27	\$18.69	<a href="#">Seattle Washington Minimum Wage</a>	<a href="#">Seattle Poster</a>
Washington: SeaTac	1/1/2023	\$17.53	\$19.06	<a href="#">SeaTac Minimum Wage</a>	<a href="#">SeaTac Official Notice</a>

**Note:** Any cell marked with TBD (To Be Determined) 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.

# Minimum Wage Updates: January 2023



## TIPPED RATE INCREASES

State/City	Effective Date	Previous Credit Rate	2023 Tipped Rate	Official Website	Notes/Comments/Descriptions
Arizona	1/1/2023	\$13.00	\$10.85	<a href="#">Arizona Tipped Employees</a>	<a href="#">Arizona Poster</a>
Arizona (Flagstaff)	1/1/2023	\$13.00	\$14.80	<a href="#">Flagstaff Arizona Tipped Employees</a>	<a href="#">Section 15-01-001-0003E(3)</a>
Arizona (Tucson)	1/1/2023	\$13.00	\$10.85	<a href="#">Tucson Minimum Wage</a>	<a href="#">Tucson Poster</a>
District of Columbia (Voted YES to Proposal) - Unofficial	1/1/2023	\$5.35	\$6.00	<a href="#">Proposed Increase Article</a>	<a href="#">Proposed Increase Article</a>
Colorado	1/1/2023	\$9.54	\$10.63	<a href="#">Colorado Tipped Employees Article</a>	N/A
Colorado (Denver)	1/1/2023	\$12.85	\$14.27	<a href="#">Denver Colorado Tipped Employees Article</a>	N/A
Illinois	1/1/2023	\$7.20	\$7.80	<a href="#">Illinois Tipped Employees</a>	<a href="#">Illinois Poster</a>
Maine	1/1/2023	\$6.38	\$6.90	<a href="#">Maine Tipped Employees Article</a>	N/A
Maine: Portland	1/1/2023	\$6.50	\$7.00	<a href="#">Portland Tipped Employees</a>	<a href="#">Portland Official Notice</a>
Massachusetts	1/1/2023	\$6.15	\$6.75	<a href="#">Massachusetts Tipped Employees</a>	<a href="#">Massachusetts Poster</a>
Michigan	1/1/2023	\$3.75	\$3.84	<a href="#">Michigan Tipped Employees</a>	<a href="#">Michigan Tipped Employees FAQ's</a>
New Jersey	1/1/2023	\$5.13	\$5.26	<a href="#">New Jersey Tipped Employees</a>	<a href="#">New Jersey Tipped Workers Rights</a>
New Mexico (Albuquerque)	1/1/2023	\$6.90	\$7.20	<a href="#">Albuquerque Tipped Employees</a>	<a href="#">Albuquerque Poster</a>
New Mexico: Las Cruces	1/1/2023	\$4.60	\$4.78	<a href="#">Las Cruces Tipped Employees</a>	<a href="#">Las Cruces Official Notice</a>
New York (Remainder of State) Hospitality Wage Order - Service Employee	1/1/2023	\$11.00	\$11.85	<a href="#">New York Tipped Employees Article</a>	N/A
New York (Remainder of State) Hospitality Wage Order - Food Service Worker	1/1/2023	\$8.80	\$9.45	<a href="#">New York Tipped Employees Article</a>	N/A
Ohio	1/1/2023	\$4.65	\$5.05	<a href="#">Ohio Tipped Employees</a>	<a href="#">Article II, Section 34a</a>
South Dakota	1/1/2023	\$4.98	\$5.40	<a href="#">South Dakota Tipped Employees</a>	<a href="#">South Dakota Poster</a>
Vermont	1/1/2023	\$6.28	\$6.59	<a href="#">Vermont Tipped Employees</a>	<a href="#">Vermont Poster</a>

Federal Contractors	Effective Date	Previous Wage Rate	2023 Wage Rate	Official Website	Notes/Comments/Descriptions
Federal Contractors	1/1/2023	\$11.25	\$12.15	<a href="#">DOL Minimum Wage</a>	<a href="#">Executive Order 14026</a>
Tipped Employees (Federal Contracts)	1/1/2023	\$7.90	\$8.50	<a href="#">DOL Tipped Employees</a>	<a href="#">Executive Order 13658</a>

# Minimum Salary Thresholds



## Minimum Salary Thresholds for Executive, Administrative, and Professional Exemptions Under State Law Chart: Overview

The federal Fair Labor Standards Act (FLSA) generally requires that to qualify for the executive, administrative, or professional exemption (the EAP exemptions) from the statute's minimum wage and overtime pay obligations, an employee must be paid on a salary or fee basis (for the executive exemption, on a salary basis only) at a rate at least equal to the standard salary level of \$684 a week (29 U.S.C. § 213(a)(1); 29 C.F.R. §§ 541.600 to 541.602).

State law, however, may impose different or additional requirements for exemption, including by setting higher compensation minimums. Employers must comply with the applicable federal, state, or local law providing the greatest employee rights or protections. Therefore, if state wage and hour law impose a higher salary threshold than the FLSA for a specific exemption, the higher threshold applies.

This Chart identifies those states with minimum salary and compensation thresholds higher than the FLSA for the executive, administrative, and professional exemptions under state wage and hour law.

This chart does not address:

- Other types of exemptions, such as for agricultural employees, commissioned inside (or retail) and outside sales employees, hourly computer employees, taxi drivers, amusement park employees, and so on.
- Whether employers can use certain types of compensation such as nondiscretionary bonuses to satisfy minimum compensation requirements (see, for example, [29 C.F.R. § 541.602](#)).
- Special exceptions to EAP exemption thresholds that commonly apply to doctors, lawyers, and teaching professionals.

Jurisdiction	Executive, Administrative, and Professional (EAP) Exemption Threshold	Does the State Threshold Exceed the FLSA's?
Federal	\$684 a week (or \$35,568 a year).	
	Exempt executive, administrative, and professional (EAP) employees must be paid a rate at least equal to the standard salary level (currently \$684 a week) ( <a href="#">29 C.F.R. §§ 541.600</a> and <a href="#">541.602</a> (separate requirements apply to US territories)).	
Alabama	No state minimum wage or overtime pay requirements apply.	No
Alaska	January 2022: \$827.20 for the first 40 hours of each workweek. January 2023: \$868.00 for the first 40 hours of each workweek.	
	Exempt EAP employees must be paid at least two times the state minimum wage for the first 40 hours of each workweek ( <a href="#">Alaska Stat. Ann. § 23.10.055(b)</a> ). Effective January 1, 2023, Alaska's minimum wage is \$10.85. ( <a href="#">Alaska Stat. § 23.10.065</a> ; see also <a href="#">Alaska DOLWD Press Release: Alaska Minimum Wage to Remain Unchanged in 2022</a> )	Yes
Arizona	No state overtime requirements apply. However, no exemption from the state's minimum wage is available. Therefore, the FLSA's standard salary level of \$684 a week for EAP exemptions must be sufficient to satisfy the state minimum wage. Effective January 1, 2023, Arizona's minimum wage is \$13.85. ( <a href="#">A.R.S. § 23-363</a> ; see also <a href="#">Industrial Commission of Arizona (ICA): Minimum Wage Poster 2022</a> (local minimum wage provisions may apply).)	No, as long as the state minimum wage is satisfied.
Arkansas	State minimum wage and overtime pay requirements do not apply to EAP employees and Arkansas incorporates by reference the FLSA's exemption tests ( <a href="#">Ark. Code Ann. § 11-4-203(3)</a> ; <a href="#">AR ADC 235.01.1-106</a> ).	No

# Minimum Salary Thresholds

Jurisdiction	Executive, Administrative, and Professional (EAP) Exemption Threshold	Does the State Threshold Exceed the FLSA's?
<p><b>California</b></p>	<p>January 1, 2022: \$1,200 a week for employers of 26 or more employees.            January 1, 2022: \$1,120 a week for employers of 25 or fewer employees.            January 1, 2023: \$1,240 a week for employers of 26 or more employees.            January 1, 2023: \$1,240 a week for employers of 25 or fewer employees.            January 1, 2023: \$53.80 an hour for employers of computer professional employees. <a href="#">(2023 Rate)</a>            January 1, 2023: \$97.99 an hour for employers of licensed physicians and surgeons. <a href="#">(2023 Rate)</a></p> <p>Exempt EAP employees must earn at least two times the state minimum wage for full-time employment, defined as 40 hours a week. California's minimum wage in 2022 was \$15 for employers of 26 or more employees and \$14 for employers of 25 or fewer employees.</p> <p>Effective January 1, 2023, California's minimum wage is \$15.50 for employers of 26 or more employees and \$15.50 for employers of 25 or fewer employees.</p> <p><a href="#">(Cal. Lab. Code §§ 515, 515.6 to 515.8, and 1182.12; see also Industrial Welfare Commission (IWC) Wage Orders, Section 1)</a>            California does not recognize the highly compensated employee (HCE) exemption.</p>	<p>Yes</p>
<p><b>Colorado</b></p>	<p>\$865.38 a week (\$45,000 rounded annual equivalent) and must be sufficient to satisfy the state minimum wage.</p> <p><b>Proposed Changes for 2023</b>            The weekly minimum salary in the proposed regulations will increase from \$865.38 to \$961.54 (\$96.16). Additionally, for purposes of the state's highly compensated employee exemption, such employees must receive at least this weekly salary amount plus their annual salary must equal at least 2.25 times the rounded annual salary for exempt employees, which will increase from \$101,250 to \$112,500 (\$11,250).</p> <p><b>Computer Professionals:</b> Employees in highly technical computer-related occupations must receive at least the lesser of the applicable salary noted above or hourly pay that, per proposed* regulations, in 2023 is at least \$31.41 (\$2.49).</p> <p>Colorado's Overtime &amp; Minimum Pay Standards (COMPS) Order provides for annual increases to the minimum threshold for exemptions requiring a salary, as follows:</p> <ul style="list-style-type: none"> <li>› \$865.38 a week effective January 1, 2022 (increased from \$778.85 a week effective January 1, 2021).</li> <li>› \$961.54 a week effective January 1, 2023.</li> <li>› \$1,057.69 a week effective January 1, 2024.</li> <li>› Annual indexing each January 1 beginning January 1, 2025.</li> </ul> <p>An exempt EAP employee's salary must at least equal the applicable threshold and be sufficient to satisfy the state minimum wage for all hours worked. Effective January 1, 2022, Colorado's minimum wage is \$12.56. Local minimum wage provisions may apply.</p> <p>Effective January 1, 2023, Colorado's minimum wage is \$13.65. Local minimum wage provisions may apply.</p> <p>The highly compensated employee (HCE) exemption requires \$101,250 annually and the EAP salary of \$865.38 a week.</p> <p>State exemption thresholds effective July 1, 2020:</p> <ul style="list-style-type: none"> <li>› Executive/supervisor.</li> <li>› Administrative.</li> <li>› Professional.</li> <li>› Employees in highly technical computer-related occupations.</li> </ul> <p>Before July 1, 2020:</p> <ul style="list-style-type: none"> <li>› Executive/supervisor.</li> </ul> <p><a href="#">(See COMPS Order / Effective 1/1/22; 2022 Publication and Yearly Calculation of Adjusted Labor Compensation (2022 PAY CALC) Order; see also CDLE Interpretive Notice &amp; Formal Opinion (INFO) #1A)</a></p>	<p>Yes</p>

# Minimum Salary Thresholds



Jurisdiction	Executive, Administrative, and Professional (EAP) Exemption Threshold	Does the State Threshold Exceed the FLSA's?
Connecticut	State minimum wage and overtime pay requirements exclude EAP employees and the FLSA's standard salary level of \$684 a week exceeds Connecticut's current short test threshold of \$475 a week ( <a href="#">Conn. Gen. Stat. Ann. § 31-58(e)</a> ; <a href="#">Conn. Agencies Regs. §§ 31-60-14 to 31-60-16</a> ; see also <a href="#">Connecticut Department of Labor: Exempt/Non-Exempt Employees for Purposes of Wage and Hour Laws</a> ).	No
Delaware	No state overtime pay requirements apply and Delaware's minimum wage law expressly excludes EAP employees from coverage ( <a href="#">19 Del. C. §§ 901 and 902</a> ).	No
District of Columbia	The District of Columbia's minimum wage and overtime pay requirements do not apply to EAP employees and the district interprets those exemptions according to FLSA regulations. The federal standard salary level of \$684 a week exceeds the District of Columbia's current short test threshold of \$250. ( <a href="#">D.C. Code § 32-1004(a)</a> ; <a href="#">D.C. Mun. Regs. tit. 7, § 999</a> ).	No
Florida	No state overtime pay requirements apply and Florida's minimum wage statute adopts the EAP and other exemptions in FLSA Section 213 ( <a href="#">Fla. Stat. Ann. § 448.110</a> ).	No
Georgia	No state overtime pay requirements apply and employers subject to the FLSA's minimum wage provisions are excluded from the state minimum wage statute ( <a href="#">Ga. Code Ann. § 34-4-3</a> ).	No
Hawaii	State minimum wage and overtime pay requirements exclude EAP employees (as well as those guaranteed compensation of \$2,000 or more a month), regardless of whether employees are paid weekly, biweekly, or monthly. The FLSA's standard salary level of \$684 a week exceeds Hawaii's current threshold of \$210 a week. ( <a href="#">HRS § 387-1</a> ; <a href="#">HAR § 12-20-2</a> to <a href="#">HAR § 12-20-5</a> )	No
Idaho	No state overtime pay requirements apply and EAP employees are excluded from the state minimum wage statute. Idaho does not define the exemptions. ( <a href="#">Idaho Code §§ 44-1502(1) to 44-1504</a> )	No
Illinois	State overtime pay requirements do not apply to EAP employees, as defined by the FLSA. However, no exemption from the state's minimum wage is available. Therefore, the FLSA's standard salary level of \$684 a week for EAP exemptions must be sufficient to satisfy the state minimum wage. Effective January 1, 2023, the Illinois minimum wage is \$13.00. ( <a href="#">820 ILCS 105/4</a> ; <a href="#">820 ILCS 105/4a</a> ; (local minimum wage provisions may apply).)	No, as long as the state minimum wage is satisfied.
Indiana	State minimum wage and overtime pay requirements exclude EAP employees and the federal standard salary level of \$684 a week exceeds Indiana's current threshold of \$150 a week ( <a href="#">Ind. Code §§ 22-2-2-3 and 22-2-2-4(l)</a> ).	No
Iowa	No state overtime pay requirements apply and Iowa has adopted the FLSA's Section 213 exemptions for minimum wage purposes. The federal standard salary level of \$684 a week exceeds Iowa's current short test threshold of \$500 a week. ( <a href="#">Iowa Code Ann. § 91D.1</a> ; <a href="#">Iowa Admin. Code r. 875-218.1</a> to <a href="#">875-218.3</a> )	No
Kansas	State minimum wage and overtime pay requirements do not apply to EAP employees or those covered by the FLSA and the federal standard salary level of \$684 a week exceeds the current thresholds under state law ( <a href="#">K.S.A. §§ 44-1202(e), 44-1203(c), and 44-1204</a> ; <a href="#">Kan. Admin. Regs. § 49-30-1</a> ).	No
Kentucky	State minimum wage and overtime pay requirements do not apply to EAP employees and the federal standard salary level of \$684 a week exceeds Kentucky's current threshold of \$455 a week ( <a href="#">KRS § 337.010</a> ; <a href="#">803 Ky. Admin. Regs. 1:070</a> ).	No
Louisiana	No state minimum wage or overtime pay requirements apply.	No
Maine	More than \$38,251 a year or \$735.59 a week. Effective January 1, 2023, more than \$41,000.00 a year.	Yes
	The annual equivalent of an exempt EAP employee's regular compensation must be more than <a href="#">3,000 times</a> the state minimum wage or the annualized FLSA rate set by the DOL, whichever is higher. Effective January 1, 2023, Maine's minimum wage is \$13.80. According to agency guidance, the weekly threshold is \$796.17. ( <a href="#">26 M.R.S.A. §§ 663(3)(K) and 664(1)</a> ; see also <a href="#">Maine DOL: Per State Law, Maine's Minimum Wage to Increase to \$12.75 Per Hour in 2022</a> (note that agency guidance states the threshold as "no less than," while statutory language states the requirement as exceeding 3,000 times the minimum wage); Maine DOL: FAQs, (local minimum wage provisions may apply).)	

# Minimum Salary Thresholds



Jurisdiction	Executive, Administrative, and Professional (EAP) Exemption Threshold	Does the State Threshold Exceed the FLSA's?
Maryland	State overtime pay and minimum wage requirements exclude EAP employees and Maryland has adopted the FLSA's exemption tests ( <a href="#">Md. Code Ann., Lab. &amp; Empl. § 3-403</a> ; <a href="#">COMAR 09.12.41.01</a> , <a href="#">09.12.41.05</a> , <a href="#">09.12.41.17</a> , and <a href="#">09.12.41.23</a> ).	No
Massachusetts	State overtime pay requirements exclude EAP employees and Massachusetts has adopted the FLSA's EAP exemption tests. However, no exemption from the state's minimum wage is available. Therefore, the FLSA's standard salary level of \$684 a week must be sufficient to satisfy the state minimum wage. Effective January 1, 2023, Massachusetts's minimum wage is \$15.00. ( <a href="#">M.G.L. c. 151, §§ 1</a> and <a href="#">1A: 454 Code Mass. Regs. 27.03(3)</a> .)	No, as long as the state minimum wage is satisfied.
Michigan	Michigan's minimum wage and overtime pay statute excludes employees exempt from the FLSA's minimum wage requirements and the state has adopted the FLSA's exemption threshold ( <a href="#">Mich. Comp. Laws §§ 408.934</a> and <a href="#">408.940</a> ; <a href="#">Mich. Admin Code, R 408.701</a> ). On October 24, 2019, Michigan Governor Whitmer <a href="#">announced</a> a request for rulemaking to increase the salary threshold for the EAP exemptions. While the estimated time frame was 8-12 months, the state has not announced proposed rulemaking. The request did not specify a proposed threshold. (See <a href="#">Michigan Department of Labor and Economic Opportunity (LEO): Request for Rulemaking, 2018 PA 337</a> ; <a href="#">Michigan LEO: Overtime Rule</a> ).	No
Minnesota	Minnesota exempts EAP employees from its minimum wage and overtime pay requirements. The FLSA's standard salary level of \$684 a week exceeds Minnesota's current short test threshold of \$250. ( <a href="#">Minn. Stat. Ann. §§ 177.23, subd. 7</a> and <a href="#">177.25</a> ; <a href="#">Minn. R. 5200.0190</a> , <a href="#">5200.0200</a> , and <a href="#">5200.0210</a> ).	No
Mississippi	No state minimum wage or overtime pay requirements apply.	No
Missouri	Missouri exempts EAP employees from its minimum wage statute and excludes from its overtime pay requirements employees who are exempt from minimum wage or overtime pay under the FLSA ( <a href="#">§ 290.500(3)(a)</a> , <a href="#">RSMo: § 290.505(3)</a> , <a href="#">RSMo</a> ).	No
Montana	Montana exempts EAP employees from its minimum wage and overtime pay requirements and has adopted the FLSA's exemption tests. To the extent state regulations refer to earlier federal threshold levels, the current federal standard salary level of \$684 a week applies. ( <a href="#">Mont. Code Ann. § 39-3-406(1)</a> ; <a href="#">Mont. Admin. R. 24.16.211</a> ).	No
Nebraska	No state overtime pay requirements apply and Nebraska excludes EAP employees from its minimum wage requirements ( <a href="#">Neb. Rev. Stat. §§ 48-1202(3)</a> and <a href="#">48-1203</a> ).	No
Nevada	State overtime pay requirements exclude EAP employees. However, no exemption from the state's minimum wage is available. Therefore the FLSA's standard salary level of \$684 a week must be sufficient to satisfy Nevada's minimum wage of \$9.50 for employers offering specified health benefits and \$10.50 for all other employers, effective July 1, 2022. ( <a href="#">NRS 608.018</a> and <a href="#">NRS 608.250</a> )	No, as long as the state minimum wage is satisfied.
New Hampshire	State overtime pay requirements generally do not apply to employees covered by the FLSA. However, no exemption from the state's minimum wage is available. Therefore, the FLSA's standard salary level of \$684 a week must be sufficient to satisfy the state minimum wage of \$7.25. ( <a href="#">N.H. Rev. Stat. Ann. § 279:21</a> ).	No, as long as the state minimum wage is satisfied.
New Jersey	State overtime pay requirements exclude EAP employees and New Jersey has adopted the FLSA's exemption tests. However, no exemption from the state's minimum wage is available. Therefore, the FLSA's standard salary level of \$684 a week must be sufficient to satisfy the state minimum wage. Effective January 1, 2023, New Jersey's minimum wage is \$14.00 for large employers and \$12.70 for small (fewer than 6 employees) and seasonal employers. ( <a href="#">N.J. Const. Art. I, ¶ 23</a> ; <a href="#">N.J.S.A. 34:11-56a4</a> ; <a href="#">N.J. Admin. Code §§ 12:56-3.1</a> , <a href="#">12:56-3.6</a> , and <a href="#">12:56-7.2</a> .)	No, as long as the state minimum wage is satisfied.
New Mexico	New Mexico exempts EAP employees from its minimum wage and overtime pay requirements, without defining the exemption tests ( <a href="#">NMSA 1978, § 50-4-21</a> ; <a href="#">N.M. Admin. Code 11.1.4.7</a> ).	No

# Minimum Salary Thresholds

Jurisdiction	Executive, Administrative, and Professional (EAP) Exemption Threshold	Does the State Threshold Exceed the FLSA's?
New York	\$1,125 a week for New York City and Nassau, Suffolk, and Westchester counties. \$990 a week for the remainder of the state.	Yes
	<p>Effective December 31, 2021, exempt executive and administrative employees (state law does not impose a salary requirement for exempt professional employees) must be paid a salary at least equal to:</p> <ul style="list-style-type: none"> <li>› \$1,125 a week for employers in New York City (unchanged from rate effective December 31, 2018 for employers of 11 or more and rate effective December 31, 2019 for employers of 10 or fewer).</li> <li>› \$1,125 a week for employers in Nassau, Suffolk, and Westchester counties (increased from \$1,050 effective December 31, 2020 and \$975 a week effective December 31, 2019).</li> <li>› \$990 a week for employers in the rest of the state (increased from \$937.50 a week effective December 31, 2020 and \$885 a week effective December 31, 2019).</li> </ul> <p>New York does not recognize the highly compensated employee exemption unless the employee qualifies for an EAP exemption.</p> <p><b>Proposed Changes for 2023:</b> New York State: (outside of New York City, Nassau, Suffolk &amp; Westchester Counties) An exempt executive or administrative employee must be paid a salary, including board, lodging, or other allowances and facilities, the weekly minimum salary in proposed* regulations will increase from \$990 to \$1,064.25 on December 31, 2022.</p> <p>(<a href="#">12 NYCRR § 146-3.2</a>; see also <a href="#">New York Department of Labor (NY DOL): Minimum Wage</a>).</p>	
North Carolina	North Carolina exempts EAP employees from its minimum wage and overtime pay requirements and has adopted the FLSA's exemption tests ( <a href="#">N.C.G.S. § 95-25.14(b)(4)</a> ).	No
North Dakota	North Dakota's overtime pay requirements exclude EAP employees and the state exemption tests do not impose a salary threshold. (The state's salary threshold for the highly compensated employee (HCE) exemption is less than required under federal law.) However, no exemption from the state's minimum wage is available. Therefore, the FLSA's standard salary level of \$684 a week must be sufficient to satisfy the state minimum wage of \$7.25. ( <a href="#">N.D.C.C. § 34-06-22</a> ; <a href="#">N.D. Admin. Code §§ 46-02-07-01</a> and <a href="#">46-02-07-02(4)(i)</a> )	No, as long as the state minimum wage is satisfied.
Ohio	The state minimum wage requirements do not apply to employees subject to the FLSA's Section 213 EAP and other exemptions and Ohio has adopted the FLSA's overtime pay requirements and exemptions ( <a href="#">Ohio R.C. 4111.02</a> ; <a href="#">Ohio R.C. 4111.03(A)</a> ; <a href="#">Ohio R.C. 4111.14</a> ).	No
Oklahoma	No state minimum wage or overtime pay requirements apply to employers subject to the FLSA ( <a href="#">Okla. Stat. tit. 40, §§ 197.2, 197.4, 197.5</a> ).	No
Oregon	State overtime pay and minimum wage requirements exclude EAP employees. The FLSA's standard salary level of \$684 a week exceeds Oregon's current requirement of 2,080 hours times the state minimum wage divided by 12. Based on Oregon's geographically tiered minimum wage rates effective July 1, 2021, the state EAP exemption thresholds are: <ul style="list-style-type: none"> <li>› \$2,426.67 a month (Portland Metro).</li> <li>› \$2,210 a month (Standard).</li> <li>› \$2,080 (Nonurban Counties).</li> </ul> <p>(<a href="#">Or. Rev. Stat. §§ 653.010(9)</a>, <a href="#">653.020(3)</a>, and <a href="#">653.025</a>; <a href="#">OAR 839-020-0004</a>; <a href="#">OAR 839-020-0005</a>; <a href="#">OAR 839-020-0350</a>; see also <a href="#">Oregon Bureau of Labor &amp; Industries (BOLI): Salaried Exempt Employees – The "White Collar" Exemptions.</a>)</p>	No
Pennsylvania	State minimum wage and overtime pay requirements exclude EAP employees ( <a href="#">43 Pa. Stat. Ann. § 333.105(a)(5)</a> ). Following lengthy rulemaking, the Pennsylvania Department of Labor & Industry (DLI) amended the state's minimum wage regulations to increase the salary threshold and modify the duties tests for the EAP exemptions. The final regulations published October 3, 2020, provided that exempt executive, administrative, and professional employees must be paid on a salary basis (a fee basis option was available for exempt professional employees) at a rate that at least equaled the minimum threshold effective each October 3, beginning in 2020. (34 Pa. Code §§ 231.82 to 231.84 (repealed).)	No

# Minimum Salary Thresholds



Jurisdiction	Executive, Administrative, and Professional (EAP) Exemption Threshold	Does the State Threshold Exceed the FLSA's?
Rhode Island	Rhode Island has generally adopted the FLSA's EAP exemption tests (the federal standard salary level of \$684 a week exceeds the state's current requirement of \$200/week). However, no exemption from the state's minimum wage is available. Therefore, the FLSA's threshold must be sufficient to satisfy the state minimum wage. Effective January 1, 2023, Rhode Island's minimum wage is \$13.00 ( <a href="#">R.I. Gen. Laws Ann. §§ 28-12-3, 28-12-4.1, 28-12-4.3</a> ).	No, as long as the state minimum wage is satisfied.
South Carolina	No state minimum wage or overtime pay requirements apply.	No
South Dakota	No state overtime pay requirements apply. However, no exemption from the state's minimum wage is available. Therefore, the FLSA's standard salary level of \$684 a week must be sufficient to satisfy the state minimum wage of \$10.80, effective January 1, 2023. ( <a href="#">SDCL 60-11-3, 60-11-3.2, 60-11-5</a> ).	No, as long as the state minimum wage is satisfied.
Tennessee	No state minimum wage or overtime pay requirements apply.	No
Texas	No state overtime pay requirements apply and state minimum wage provisions do not apply to employees covered by the FLSA ( <a href="#">Tex. Lab. Code Ann. § 62.151</a> ).	No
Utah	No state overtime pay requirements apply and state minimum wage provisions do not apply to employees entitled to minimum wage under the FLSA ( <a href="#">Utah Code § 34-40-104</a> ).	No
Vermont	Vermont excludes EAP employees from its minimum wage and overtime pay requirements. The state has not adopted independent exemption tests. ( <a href="#">21 V.S.A. §§ 383 and 384</a> ).	No
Virginia	State overtime pay requirements exclude employees subject to the FLSA's EAP and other Section 213(a) exemptions. However, no exemption from the state's minimum wage is available. Therefore, the FLSA's standard salary level of \$684 a week must be sufficient to satisfy Virginia's minimum wage of \$12.00, effective January 1, 2023. ( <a href="#">VA Code Ann. §§ 40.1-28.9 and 40.1-29.2</a> ).	No, as long as the state minimum wage is satisfied.
Washington	<p>\$1,014.30 a week (or \$52,743.60 a year).</p> <p>Effective January 1, 2023:</p> <ul style="list-style-type: none"> <li>› \$1,259.20 a week (or \$65,478.40) for employers of 51 or more employees.</li> <li>› \$1,101.80 a week (or \$57,293.60) for employers of 50 or fewer employees.</li> <li>› \$55.09 an hour for computer professionals.</li> </ul> <p>Effective January 1, 2022, employers must pay exempt EAP employees a rate at least equal to 1.75 times the state minimum wage of \$14.49 an hour for a 40-hour workweek (see <a href="#">Washington Department of Labor &amp; Industries News Release: For 2022, Washington Minimum Wage Rises to \$14.49 per Hour</a>).</p> <p>Previous rates:</p> <ul style="list-style-type: none"> <li>› Effective January 1, 2021, 1.5 times the state minimum wage for employers of 50 or fewer and 1.75 times the state minimum wage for employers of more than 50 employees.</li> <li>› Effective July 1, 2020, 1.25 times the state minimum wage for all employers.</li> </ul> <p>Scheduled increases:</p> <p>Effective January 1, 2023, 1.75 times the state minimum wage for employers of 50 or fewer employees, and 2 times the state minimum wage for employers of more than 50 employees.</p> <p>Additional increases are scheduled through January 1, 2028, when the minimum rate for all employers is 2.5 times the state minimum wage. (<a href="#">Wash. Admin. Code 296-128-500 to 296-128-545</a>; see also <a href="#">WA L&amp;I: Rulemaking Activity: Executive Administrative Professional (EAP) Exemptions, Chapter 296-128 WAC, Minimum Wages</a>; <a href="#">WA L&amp;I: Learn About EAP Exemptions</a>; <a href="#">WA L&amp;I: EAP Exemptions – Draft Administrative Policies</a> (providing additional interpretive guidance (local minimum wage provisions may apply))</p> <p>Washington does not recognize the HCE exemption available under the FLSA (see, for example, <a href="#">WA L&amp;I: Executive Administrative Professional (EAP) Exemptions Rulemaking, Concise Explanatory Statement, at 170</a>).</p>	Yes

# Minimum Salary Thresholds

Jurisdiction	Executive, Administrative, and Professional (EAP) Exemption Threshold	Does the State Threshold Exceed the FLSA's?
West Virginia	State overtime pay and minimum wage requirements exclude EAP employees (and for overtime purposes, exclude employers if 80% of their employees are subject to the FLSA's overtime provisions). The federal standard salary level of \$684 a week exceeds the state's current threshold of \$455 a week. ( <a href="#">W. Va. Code § 21-5C-1(f)</a> ; <a href="#">W. Va. C.S.R. § 42-8-8.10</a> ).	No
Wisconsin	Wisconsin's overtime pay requirements exclude EAP employees and the exemptions are interpreted consistent with the FLSA. The federal standard salary level of \$684 a week exceeds the state's current thresholds of \$700 a month for the executive and administrative exemptions and \$750 a month for the professional exemption. However, no exemption from the state's minimum wage is available. Therefore, the FLSA's standard salary level of \$684 a week must be sufficient to satisfy Wisconsin's minimum wage of \$7.25. ( <a href="#">Wis. Admin. Code DWD §§ 272.03</a> and <a href="#">274.04</a> ).	No
Wyoming	No state overtime pay requirements apply and state minimum wage requirements exclude EAP employees ( <a href="#">Wyo. Stat. Ann. § 27-4-201</a> ).	No