

Minimum Wage Updates: July 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 Solutions assumes no responsibility for its updated accuracy, as rates may change between July 2023 to December 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
California (Alameda)	7/1/2023	\$15.75	\$16.52	Alameda County Official Minimum Wage Notice	Official Notice Of Minimum Wage Rate
California (Berkeley)	7/1/2023	\$16.99	\$18.07	Berkeley Minimum Wage Ordinance	Official Notice Of Minimum Wage Rate
California (Emeryville)	7/1/2023	\$17.68	\$18.67	Emeryville Minimum Wage	Emeryville Minimum Wage Poster
California (Fremont)	7/1/2023	\$16.00	\$16.80	Fremont Minimum Wage Increase Schedule	Fremont Official Minimum Wage Bulletin
California (Los Angeles County Unincorporated Areas)	7/1/2023	\$15.96	\$16.90	Los Angeles County Minimum Wage	Los Angeles Official Notice Of Minimum Wage
California (Los Angeles City)	7/1/2023	\$16.04	\$16.78	Los Angeles City Minimum Wage	Los Angeles City Minimum Wage Notice
California (Malibu)	7/1/2023	\$15.96	\$16.90	Malibu Minimum Wage	Malibu Minimum Wage Poster
California (Milpitas)	7/1/2023	\$16.40	\$17.20	Milpitas Minimum Wage	Milpitas Minimum Wage Poster
California (Pasadena)	7/1/2023	\$16.11	\$16.93	Pasadena Minimum Wage	Pasadena Minimum Wage Poster
California (San Francisco)	7/1/2023	\$16.99	\$18.07	San Francisco Minimum Wage	San Francisco Minimum Wage Poster
California (San Francisco) - Government Supported Employees	7/1/2023	\$15.03	\$15.98	San Francisco Minimum Wage - Government Supported Employees	San Francisco Minimum Wage Poster
California (San Mateo County Unincorporated Areas)	4/1/2023	\$15.50	\$16.50	San Mateo County Minimum Wage	San Mateo County Minimum Wage Poster
California (Santa Monica)	7/1/2023	\$15.96	\$16.90	Santa Monica Minimum Wage	Santa Monica Minimum Wage Poster
California (Santa Monica) - Hotels	7/1/2023	\$18.17	TBA	Santa Monica Minimum Wage - Hotels	Santa Monica Minimum Wage Poster
California (West Hollywood) - Small Employers	7/1/2023	\$17.00	\$19.08	West Hollywood Minimum Wage	West Hollywood Minimum Wage Poster
California (West Hollywood) - Large Employers	7/1/2023	\$17.50	\$19.08	West Hollywood Minimum Wage	West Hollywood Minimum Wage Poster
California (West Hollywood) - Hotel Workers	7/1/2023	\$18.35	\$19.08	West Hollywood Minimum Wage	West Hollywood Minimum Wage Poster - Hotel Workers
District of Columbia	7/1/2023	\$16.10	\$17.00	District Of Columbia Minimum Wage	District of Columbia Minimum Wage Poster
Illinois (Chicago) - 21 or More Employees	7/1/2023	\$15.40	TBA	Chicago Minimum Wage (21 or more EEs)	Chicago Minimum Wage Poster
Illinois (Chicago) - 4-20 Employees	7/1/2023	\$14.50	\$15.00	Chicago Minimum Wage (4-20 EEs)	Chicago Minimum Wage Poster
Illinois (Chicago) - Subsidized Temporary Youth Employment	7/1/2023	\$12.00	\$13.50	Chicago Minimum Wage - Subsidized Temporary Youth Employment Programs	Chicago Minimum Wage Poster
Illinois (Cook County)	7/1/2023	\$13.00	\$13.70	Cook County Minimum Wage	Cook County Minimum Wage Poster

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State/City	Effective Date	Previous Wage Rate	2023 Wage Rate	Official Website	Notes/Comments/Descriptions
Maryland (Montgomery County) - 51 or More Employees	7/1/2023	\$15.65	\$16.70	Montgomery County Minimum Wage	Montgomery County Minimum Wage Poster
Maryland (Montgomery County) - 11-50 Employees	7/1/2023	\$14.50	\$15.00	Montgomery County Minimum Wage	Montgomery County Minimum Wage Poster
Maryland (Montgomery County) - 10 or Less Employees	7/1/2023	\$14.00	\$14.50	Montgomery County Minimum Wage	Montgomery County Minimum Wage Poster
Minnesota (Minneapolis) - 100 or Fewer Employees	7/1/2023	\$13.50	\$14.50	Minneapolis Minimum Wage	Minneapolis Minimum Wage Poster
Minnesota (St. Paul) - Large Businesses 101-10k Employees	7/1/2023	\$13.50	\$15.00	St. Paul Minimum Wage - Large Businesses	St. Paul Minimum Wage - Large Businesses Poster
Minnesota (St. Paul) - Small Businesses 6 to 100 employees	7/1/2023	\$12.00	\$13.00	St. Paul Minimum Wage - Small Businesses	St. Paul Minimum Wage - Small Businesses Poster
Minnesota (St. Paul) - Micro Businesses 5 or fewer employees	7/1/2023	\$10.75	\$11.50	St. Paul Minimum Wage - Micro Businesses	St. Paul Minimum Wage - Micro Businesses Poster
Minnesota (St. Paul) - Youth Training	7/1/2023	\$10.20	\$11.05	St. Paul Minimum Wage - Youth Training	Youth Minimum Wage Poster
Nevada - Employee is Offered Health Benefits	7/1/2023	\$9.50	\$10.25	Nevada Minimum Wage Announcement	Nevada Minimum Wage Poster
Nevada - Employee is Not Offered Health Benefits	7/1/2023	\$10.50	\$11.25	Nevada Minimum Wage Announcement	Nevada Minimum Wage Poster
Oregon	7/1/2023	\$13.50	\$14.20	Oregon Minimum Wage Increase Schedule	Oregon Minimum Wage Poster
Oregon (Portland Metro)	7/1/2023	\$14.75	\$15.45	Oregon Minimum Wage Increase Schedule - Portland Metro	Oregon Minimum Wage Poster
Oregon (Nonurban Counties)	7/1/2023	\$12.50	\$13.20	Oregon Minimum Wage Increase Schedule - Nonurban Counties	Oregon Minimum Wage Poster
Puerto Rico	7/1/2023	\$8.50	\$9.50	Puerto Rico Minimum Wage	Posters Available On Vendor Sites

* Any cell marked with TBA in the new rate column is when a location has 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.

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TIPPED RATE INCREASES

State/City	Effective Date	Previous Credit Rate	2023 Tipped Rate	Official Website	Notes/Comments/Descriptions
District Of Columbia	7/1/2023	\$6.00	\$8.00	District of Columbia Tipped Employees Minimum Wage	
Illinois (Chicago) - 21 or more employees	7/1/2023	\$9.24	TBA	Chicago Tipped Employees Minimum Wage	
Illinois (Chicago) - 4-20 employees	7/1/2023	\$8.70	TBA	Chicago Tipped Employees Minimum Wage	
Illinois (Chicago) - Youth	7/1/2023	\$7.20	TBA	Chicago Tipped Employees Minimum Wage	
Illinois (Cook County)	7/1/2023	\$7.80	\$8.00	Cook County Illinois Tipped Employee Minimum Wage Poster	
Maryland (Montgomery County)	7/1/2023	\$4.00	TBA	Montgomery County Tipped Employees Minimum Wage	

* Any cell marked with TBA in the new rate column is when a location has 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.

CA NON-EXEMPT

Alameda \$16.52			
Non-Exempt Employees (All EEs)			
Frequency	Pay Periods	Annual	Per Period
Semi Monthly	24	\$34,361.60	\$1,431.73
Biweekly	26	\$34,361.60	\$1,321.60
Weekly	52	\$34,361.60	\$660.80
Monthly	12	\$34,361.60	\$2,863.47

Berkeley \$18.07			
Non-Exempt Employees (26 or more EEs)			
Frequency	Pay Periods	Annual	Per Period
Semi Monthly	24	\$37,585.60	\$1,566.07
Biweekly	26	\$37,585.60	\$1,445.60
Weekly	52	\$37,585.60	\$722.80
Monthly	12	\$37,585.60	\$3,132.13

Emeryville \$18.67			
Non-Exempt Employees (56 or more EEs)			
Frequency	Pay Periods	Annual	Per Period
Semi Monthly	24	\$38,833.60	\$1,618.07
Biweekly	26	\$38,833.60	\$1,493.60
Weekly	52	\$38,833.60	\$746.80
Monthly	12	\$38,833.60	\$3,236.13

Fremont \$ 16.80			
Non-Exempt Employees (55 or less EEs)			
Frequency	Pay Periods	Annual	Per Period
Semi Monthly	24	\$34,944.00	\$1,456.00
Biweekly	26	\$34,944.00	\$1,344.00
Weekly	52	\$34,944.00	\$672.00
Monthly	12	\$34,944.00	\$2,912.00

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L.A. County Unincorporated \$16.90			
Non-Exempt Employees (All EEs)			
Frequency	Pay Periods	Annual	Per Period
Semi Monthly	24	\$35,152.00	\$1,464.67
Biweekly	26	\$35,152.00	\$1,352.00
Weekly	52	\$35,152.00	\$676.00
Monthly	12	\$35,152.00	\$2,929.33

Malibu \$18.90			
Non-Exempt Employees (All EEs)			
Frequency	Pay Periods	Annual	Per Period
Semi Monthly	24	\$35,152.00	\$1,464.67
Biweekly	26	\$35,152.00	\$1,352.00
Weekly	52	\$35,152.00	\$676.00
Monthly	12	\$35,152.00	\$2,929.33

San Francisco \$18.07			
Non-Exempt Employees (General)			
Frequency	Pay Periods	Annual	Per Period
Semi Monthly	24	\$35,152.00	\$1,464.67
Biweekly	26	\$35,152.00	\$1,352.00
Weekly	52	\$35,152.00	\$676.00
Monthly	12	\$35,152.00	\$2,929.33

Santa Monica \$16.90			
Non-Exempt Employees (All EEs)			
Frequency	Pay Periods	Annual	Per Period
Semi Monthly	24	\$35,152.00	\$1,464.67
Biweekly	26	\$35,152.00	\$1,352.00
Weekly	52	\$35,152.00	\$676.00
Monthly	12	\$35,152.00	\$2,929.33

L.A. City \$16.78			
Non-Exempt Employees (All EEs)			
Frequency	Pay Periods	Annual	Per Period
Semi Monthly	24	\$34,902.40	\$1,454.27
Biweekly	26	\$34,902.40	\$1,342.40
Weekly	52	\$34,902.40	\$671.20
Monthly	12	\$34,902.40	\$2,908.53

Pasadena \$ 16.93			
Non-Exempt Employees (All EEs)			
Frequency	Pay Periods	Annual	Per Period
Semi Monthly	24	\$35,214.40	\$1,467.27
Biweekly	26	\$35,214.40	\$1,354.40
Weekly	52	\$35,214.40	\$677.20
Monthly	12	\$35,214.40	\$2,934.53

San Francisco \$15.98			
Non-Exempt Employees (Government-Supported EEs)			
Frequency	Pay Periods	Annual	Per Period
Semi Monthly	24	\$35,214.40	\$1,467.27
Biweekly	26	\$35,214.40	\$1,354.40
Weekly	52	\$35,214.40	\$677.20
Monthly	12	\$35,214.40	\$2,934.53

West Hollywood \$19.08			
Non-Exempt Employees (All EEs)			
Frequency	Pay Periods	Annual	Per Period
Semi Monthly	24	\$39,686.40	\$1,653.60
Biweekly	26	\$39,686.40	\$1,526.40
Weekly	52	\$39,686.40	\$763.20
Monthly	12	\$39,686.40	\$3,307.20

Determining L.A City and L.A County Minimum Wage

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To First Determine if Your Employee Performs Work Within the Boundaries of the City of L.A., Use the Link Below to Check Specifically by Address

Web Link: <http://neighborhoodinfo.lacity.org/>

Instructions: In the above site, input the address of where your employee performs work.

- › If you receive results, then your employee should be paid at the new L.A. City minimum wage rate for July 1, 2023.
- › If you receive the “Nothing Found” message, your employee is not subject to L.A. City minimum wage and you will need to determine whether your employee is performing work in an Unincorporated or Incorporated area of L.A. County (See Step 2 below). You can use the link below to make that determination.
- › If the employee performs work within an Unincorporated area of L.A. County, they will receive a higher rate than the state rate (see minimum wage chart for the July 1, 2023, Unincorporated area amount).
- › If you find that the employee performs work in an Incorporated area of L.A. County, that particular area may have its own rate (e.g. Santa Monica, Pasadena, etc.), but if you do not see that specific Incorporated town/city on our spreadsheet, then it will default to the California state minimum wage rate of \$15.50 that was increased on January 1, 2023.

Additional L.A. City Resources:

- › City of L.A. Map: <http://www.laalmanac.com/LA/lamap2.php>
- › City of L.A. Zip Code Map: https://media.metro.net/about_us/pla/images/lazipcodes.pdf

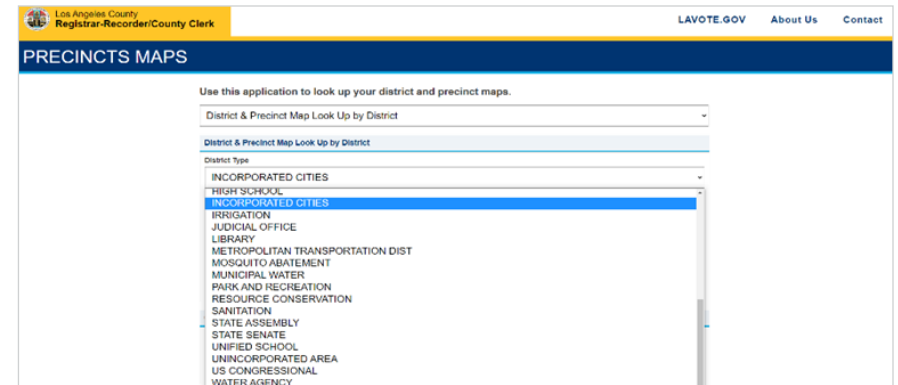
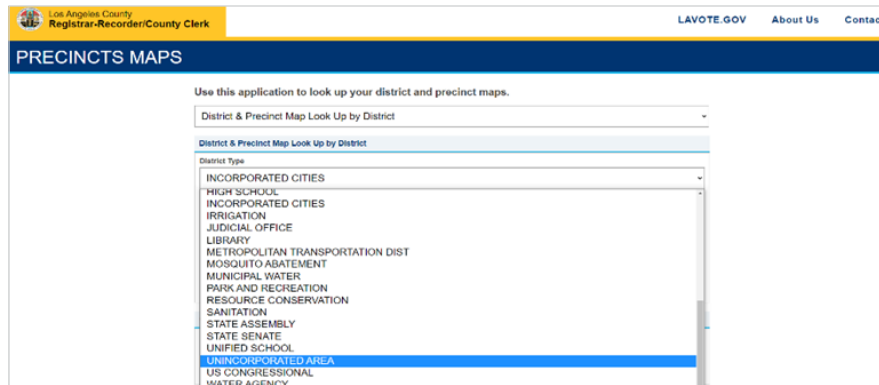
2

If Your Employee is Not Performing Work in the City of L.A. As Found Above, You Will Need to Determine Whether Your Employee Performs Work in an Unincorporated or Incorporated Area of L.a. County. To Do So, Use the Links Below

L.A. County Maps (see all boundaries, Unincorporated and Incorporated Areas:

- › Look up the location of Incorporated or Unincorporated Areas (See screenshots on the following page to determine if your employee is performing work in an incorporated or unincorporated city. Once there, pick the specific city from the drop-down and that will tell you if it is Incorporated or Unincorporated. You may select the “Submit” button if you would like to see the map): <https://www.lavote.gov/apps/precinctsmaps>
- › All L.A. County Maps: <https://lacounty.gov/government/about-la-county/maps-and-geography/>
- › All L.A. County Districts: <https://lacounty.gov/government/about-la-county/redistricting/>

Determining L.A City and L.A County Minimum Wage



Incorporated Cities

- › If you have found that the city in which your employee performs work is an incorporated city (e.g., Beverly Hills), check our minimum wage spreadsheet rates to see if that city is listed. If it is, that means the city has its own minimum wage ordinance (e.g., Santa Monica) and therefore, its own rate. If it is not in our spreadsheet, see Step 3 below.

Unincorporated Cities

- › If you have found that the city in which your employee performs work is an unincorporated city, check our minimum wage spreadsheet for the “California (Los Angeles County Unincorporated Areas)” rate.

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If You Have Found That Your Employee is Not Performing Work in the City of L.A., Nor an Unincorporated Area of L.a. County, Nor an Incorporated Area That Has Its Own Minimum Wage Rate, Your Employee Will Need to Be Paid at the California State Minimum Wage Rate of \$15.50 (January 1, 2023 Rate)