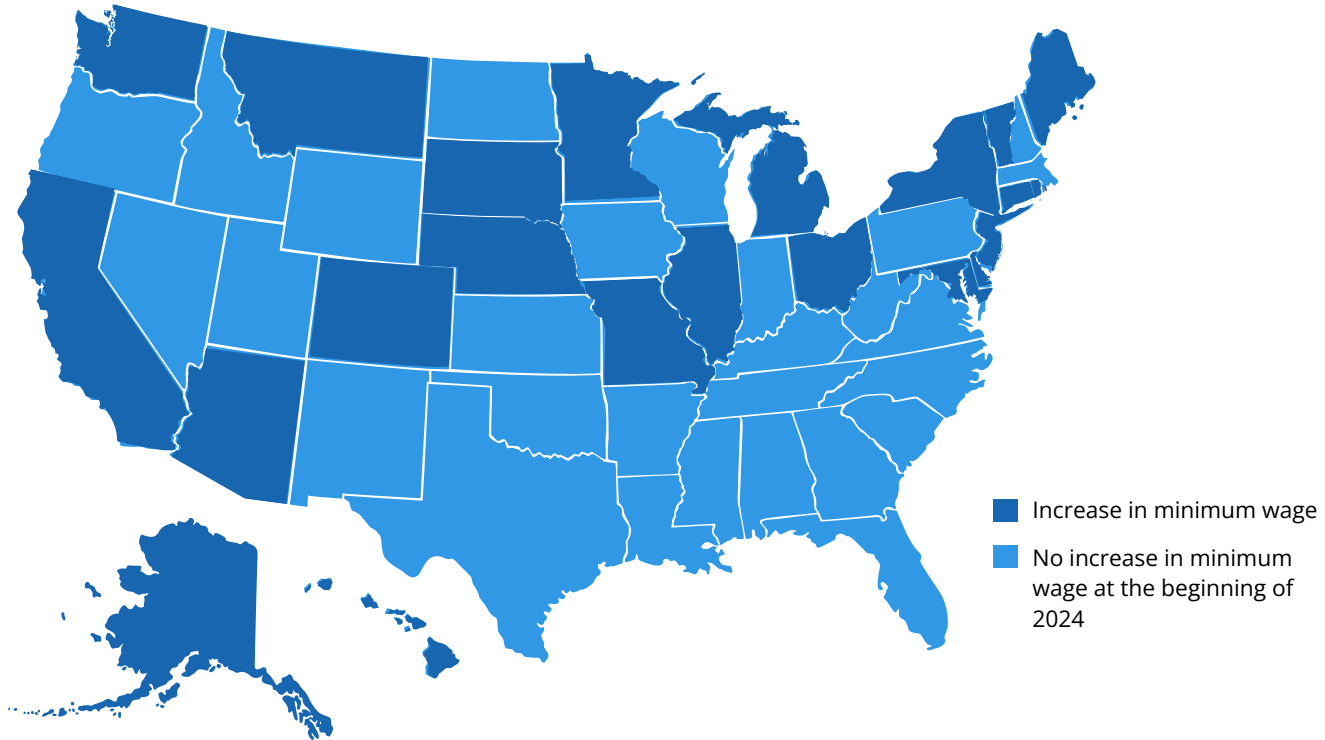


Minimum Wage Increases 2024

Hourly minimum wage rate effective 1/1/24



Arizona	\$14.35	Ohio	\$10.45
Alaska	\$11.73	Rhode Island	\$14.00
California	\$16.00	South Dakota	\$11.20
Colorado	\$14.42	Vermont	\$13.67
Connecticut	\$15.69	Washington	\$16.28
Delaware	\$13.25		
Hawaii	\$14.00		
Illinois	\$14.00		
Maine	\$14.15		
Maryland	\$15.00		
Michigan	\$10.33		
Minnesota	\$10.85 (Annual revenue of at least \$500,000) \$8.85 (Annual revenue less than \$500,000)		
Missouri	\$12.30		
Montana	\$10.30		
Nebraska	\$12.00		
New Jersey	\$15.13 for employers with six or more employees, \$13.73 for seasonal employers and employees with fewer than six employees		
New York	\$16.00 per hour (NYC, Long Island and Westchester County) \$15.00 per hour (rest of the state)		