

HAWAII

Hawaii's Minimum Wage Rate Will Increase to \$12 on Oct. 1, 2022

On June 23, 2022, Hawaii adopted [House Bill \(HB\) 2510](#). Among other things, HB 2510 raises the state's minimum wage to \$18 per hour by Jan. 1, 2028. The first increase will take place Oct. 1, 2022.

Hawaii Minimum Wage Rate

Hawaii requires employers to pay their employees wages that are at least equal to the state's minimum wage rate. The current minimum wage rate in Hawaii is \$10.10 per hour.

The maximum allowed tip credit toward the minimum wage is **75 cents per hour**. The tip credit applies to tipped employees who customarily and regularly receives more than \$20 a month in tips.

When using a tip credit, employers must ensure that their employee's cash wage combined with their tips is at least equal to the state's minimum wage rate. The Hawaii Department of Labor and Industrial Relations has published [guidance](#) on how employers should apply the tip credit.

Scheduled Minimum Wage Increases

HB 2510 requires employers to schedule the following minimum wage rate increases:

- **\$12.00** per hour beginning Oct. 1, 2022;
- **\$14.00** per hour beginning Jan. 1, 2024;
- **\$16.00** per hour beginning Jan. 1, 2026; and
- **\$18.00** per hour beginning Jan. 1, 2028.

Impact on Employers

Hawaii employers will need to prepare and adjust their payroll processes and procedures to comply with these minimum wage increases by the deadlines established by HB 2510.

Provided to you by **Hotaling Insurance Services**

Important Dates

June 23, 2023

Hawaii adopted HB 2510 to increase the state's minimum wage rate.

Oct. 1, 2022

Hawaii's minimum wage rate will increase to \$12 per hour.

HB 2510 will raise Hawaii's minimum wage rate to \$18 per hour by Jan. 1, 2028