

New Jersey's normal state minimum wage rate (/new-jersey) is \$8.60 per hour.

New Jersey labor law allows tipped employees to be paid a lower cash wage than the standard New Jersey minimum wage by their employers, as up to \$6.47 in tips earned per hour can be deducted from their wage as a "Tip Credit". This means that, with the maximum tip credit taken, tipped employees must be paid a cash wage of at least \$2.13 per hour, for a total minimum compensation of \$8.60 per hour (including tips).

New Jersey's allowed tip credit is \$5.12, the same amount allowed under the Federal Fair Labor Standards Act. The minimum cash wage allowed under the FLSA, \$2.13 per hour, is the lowest cash wage allowed in any state.

New Jersey does not specify a minimum amount of tips an employee must receive in order to be classified as a "tipped employee". Therefore, any employee who receives tips can be paid according to New Jersey's tipped minimum wage laws.

Tipped Minimum Wage	Maximum Tip Credit	Minimum Cash Wage
\$8.60	\$6.47	\$2.13

In New Jersey, in specific situations where the employer can prove to the satisfaction of the Department of Labor and Workforce Development that the tips actually received exceed the creditable amount, a higher tip credit may be taken. In New Jersey, the listed maximum credit is the total amount allowable for tips, food and lodging combined, not for tips alone as in other states.