State and Local Minimum Wages

Effective January 1, 2020

STATE OR LOCALITY	MINIMUM WAGE RATE	MINIMUM TIPPED WAGE	NOTES & FUTURE SCHEDULED INCREASES
Federal minimum	$7.25	$2.13	Tipped employees must regularly earn at least $30 per month in tips.
Federal contractors	$10.60	$7.40	Adjusted annually January 1.
Alabama	NONE*	NONE*	No minimum wage; federal law applies.
Alaska	$10.19	$10.19	Adjusted annually January 1.
Arizona	$12.00	$9.00	Adjusted annually on January 1.
Flagstaff	*$13.00*	**	*Increasing to: $15.00* 1/1/21, $15.50* 1/1/22, then adjusted annually on January 1. *Or $2.00 above the state minimum wage, whichever is greater.*
Arkansas	$10.00	$2.63	Increasing to: $11.00 1/1/21. Tipped employees must regularly earn at least $20 per month in tips.
California	$13.00 with 26 employees or more; $12.00 with fewer than 26 employees	$13.00 with 26 employees or more; $12.00 with fewer than 26 employees	Scheduled wage increases (if no increases are paused) 26 employees or more: $14.00 1/1/21; $15.00 1/1/22, then adjusted annually. 25 employees or less: $13.00 1/1/21; $14.00 1/1/22; $15.00 1/1/23 , then adjusted annually.
Alameda	*$13.50*	**	*Increasing to $15.00 7/1/20.*
Belmont	*$15.00*	**	*Increasing to: $15.90 1/1/21, then adjusted annually on January 1.*
Berkeley	*$15.59*	**	
Cupertino	*$15.35*	**	*Adjusted annually January 1.*
Daly City	*$13.75*	**	*Increasing to $15.00 1/1/21, then adjusted annually on January 1.*
El Cerrito	*$15.37*	**	*Adjusted annually January 1.*
Emeryville	*$16.30; $15.00 for small independent restaurant*	**	
Fremont	*$13.50 with 26 or more employees*	**	*$15.00 7/1/20 for employers with 26 or more employees.*
Gilroy	*$10.00 with 25 or fewer employees; $10.50 with 26 or more employees*	**	
Long Beach	*$13.00; $14.97 for hotel workers; $14.72 for concessionaires*	**	*For hotel workers: annual indexing increases 7/1 each year.*

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Los Altos	*$15.40*	**	*Adjusted annually January 1.*
Los Angeles City and County	*$14.25 for businesses with more than 25 employees; $13.25 for businesses with 25 or fewer employees; $16.63 for hotel workers*	**	*For businesses with more than 25 employees: $15 7/1/20. For businesses with 25 or fewer employees: $14.25 7/1/20; $15 7/1/21. For hotel workers: annual indexing begins 7/1/18.*
Malibu	*$14.25 for businesses with 26 or more employees; $13.25 for businesses with 25 or fewer employees*	**	*For businesses with 26 or more employees: $15.00 7/1/20. For businesses with 25 or fewer employees: $14.25 7/1/20; $15.00 7/1/21.*
Menlo Park	*$15.00*	**	*Adjusted annually January 1.*
Milpitas	*$15.00*		*Adjusted annually July 1.*
Mountain View	*$16.05*	**	*Adjusted annually January 1.*
Novato	*$13.00 with 26 or more employees; $12.00 with 25 or fewer employees*	**	*Increasing to $15.00 7/1/20 for businesses with 100 or more employees; $14.00 7/1/20; $15.00 1/1/21 for businesses with 26-99 employees; $13.00 7/1/20; $14.00 1/1/21; $15.00 1/1/22 for small employers with 25 or fewer employees.*
Oakland	*$13.80; hotel ordinance: $15.00 with benefits; $20.00 no benefits*	**	*Adjusted annually January 1.*
Palo Alto	*$15.40*	**	*Adjusted annually January 1.*
Pasadena	*$14.25 for businesses with 26 or more employees; $13.25 for businesses with 25 or fewer employees*	**	
Petaluma	*$15.00 with 26 or more employees; $14.00 with 25 or fewer employees*	**	*Increasing to $15.53 1/1/20; $16.07 1/1/22; $16.63 1/1/23; $17.21 1/1/24 for employers of all sizes.*
Redwood City	*$15.38*	**	
Richmond	*$15.00*	**	*Adjusted annually January 1.*

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San Diego	*$13.00*	**	*Adjusted annually January 1.*
San Francisco	*$15.59; $13.79 for government supported employees*	**	*Adjusted annually July 1.*
San Jose	*$15.25*	**	*Adjusted annually January 1.*
San Leandro	*$14.00*	**	*Increasing to: $15.00 7/1/20.*
San Mateo	*$15.38*	**	*Annual indexing begins 1/1/21.*
Santa Clara	*$15.40*	**	*Adjusted annually January 1.*
Santa Monica	*$14.25 for businesses with 26 or more employees; $13.25 for businesses with 25 or fewer employees; $16.63 for hotel workers*	**	*For businesses with 26 or more employees: $15.00 7/1/20 For businesses with 25 or fewer employees: $14.25 7/1/20; $15 7/1/21. Adjusted annually July 1 for hotel workers.*
Santa Rosa		**	*Effective 7/1/2020 $15.00 with 26 or more employees; $14.00 with 25 or fewer employees. Effective 1/1/21 $15.00 with 25 or fewer employees. Then adjusted annually January 1.*
Sonoma	*$13.50 for businesses with 26 or more employees; $12.50 for businesses with 25 or fewer employees*	**	
South San Francisco	*$15.00*	**	
Sunnyvale	*$16.05*	**	*Adjusted annually January 1.*
West Hollywood	*$12.00 for businesses with 26 or more employees; $11.00 for businesses with 25 or fewer employees*	**	*Adjusted annually January 1.*
Colorado	$12.00	$8.98	Adjusted annually on January 1. Tipped employee must regularly earn at least $30 per month in tips.
Connecticut	$11.00	$6.38 for	Increasing to $12.00 9/1/20; $13.00 8/1/21; $14.00 7/1/22; $15.00 6/1/23, then

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		hotels and restaurants; $8.23 for bartenders	adjusted annually on January 1. For hotels and restaurants, full-time tipped employees must earn at least $10 weekly in tips; part-time employees must earn at least $2 daily in tips. Tip credit may not be used for pizza delivery drivers.
Delaware	$9.25	$2.23	Increasing to: $9.75 10/1/20, $10.25 10/1/21, then adjusted annually on October 1. Tipped employees must regularly earn at least $30 per month in tips.
New Castle County	*$10.10*	**	
D.C.	$14.00	$4.45	Increasing to: $15.00 7/1/20, then adjusted annually on July 1.
Florida	$8.56	$5.54	Adjusted annually on January 1.
Georgia	$5.15	Federal law applies	
Hawaii	$10.10	$9.35	Employees must regularly earn at least $20 per month in tips; combined wage must be at least $7.00 more than the applicable minimum wage.
Idaho	$7.25	$3.35	Employees must regularly earn at least $30 per month in tips.
Illinois	$9.25	$5.55	Employees must regularly earn at least $20 per month in tips. Increasing to: $10.00 7/1/20; $11.00 1/1/21; $12.00 1/1/22
Chicago	*$13.00*	**	*Adjusted annually July 1.*
Cook County	*$12.00*	**	*Increasing to $13.00 7/1/20; annual indexing begins 7/1/21.*
Indiana	$7.25	$2.13	Employees must regularly earn at least $30 per month in tips.
Iowa	$7.25	$4.35	Employees must regularly earn at least $30 per month in tips.
Kansas	$7.25	$2.13	Employees must regularly earn at least $20 per month in tips.
Kentucky	$7.25	Federal law applies	Employees must regularly earn at least $30 per month in tips.
Louisiana	NONE*	NONE*	No minimum wage; federal law applies.
Maine	$12.00	$6.00	Adjusted annually on January 1. Employees must regularly earn at least $30 per month in tips. The tip credit may not exceed 50 percent of the minimum hourly and will increase $1.00 an hour annually until it reaches the same amount as the annually adjusted minimum wage.
Bangor	*$9.75*	**	*Adjusted annually January 1.*
Portland	*$11.11*	**	*Adjusted annually on July 1.*
Maryland	$10.10	$3.63	Employees must regularly receive at least $30 per month in tips.
Montgomery County	*$13.00 for businesses with 51 or more employees; $12.50 for businesses with 50 or fewer employees*	**	*Increasing to: $14.00 7/1/20 for businesses with 51 or more employees; $13.25 7/1/20 for businesses with 50 or fewer employees; $13.00 7/1/20 for businesses with 24 or fewer employees.*

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Prince George's County	*$11.50*	**	*Beginning 1/1/21, the Maryland state minimum wage rates will apply.*
Massachusetts	$12.75	$4.95	Increasing to: $13.50 1/1/21; $14.25 1/1/22; $15.00 1/1/25. Employees must receive at least $20 per month in tips.
Michigan	$9.65	$3.67	Increasing to: $9.87 1/1/21. Adjusted annually on January 1.
Ypsilanti	*$10.10*	**	
Minnesota	$10.00 large employers (annual gross revenue $500,000 or more); $8.15 small employers (annual gross revenue less than $500,000)	$10.00/$8.15	Adjusted annually on January 1.
Minneapolis	*$12.25 for businesses with more than 100 employees; $11.00 for businesses with 100 or fewer employees*	**	*Large businesses (101 or more employees): $13.25 7/1/20; $14.25 7/1/21; $15.00 7/1/22; $15.00 indexed to inflation 1/1/23; $15.00 indexed to inflation again on 7/1/24.* *Small businesses (100 or fewer employees): $11.75 7/1/20; $12.50 7/1/21; $13.50 7/1/22; $14.50 7/1/23; $15.00 indexed to inflation 7/1/24.*
Mississippi	NONE*	NONE*	No minimum wage; federal law applies.
Missouri	$9.45	$4.73	Increasing to: $10.30 1/1/21; $11.15 1/1/22; $12.00 1/1/23. Adjusted annually on January 1.
Montana	$8.65	$8.65	Adjusted annually on January 1.
Nebraska	$9.00	$2.13	
Nevada	$8.25 without health benefits/$7.25 with health benefits	$8.25/$7.25	Increasing to: $9.00 without health benefits, $8.00 with health benefits 7/1/20.
New Hampshire	$7.25	45 percent	Employees must regularly earn at least $30 per month in tips.
New Jersey	$11.00 for employers with more than 5 employees; $10.30 for seasonal employers, small employers with 5 or fewer workers, and agricultural employers	$3.13	Increasing to: $12.00 1/1/21; $13.00 1/1/22; $14.00 1/1/23 for employers with more than 5 employees; $11.10 1/1/21; $11.90 1/1/22; $12.70 1/1/23 for seasonal and small employers; $10.90 1/1/22; $11.70 1/1/23 for agricultural employers. Adjusted annually on January 1.

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New Mexico	$9.00	$2.35	Increasing to: $10.50 1/1/21; $11.50 1/1/22; $12.00 1/1/23. Employees must regularly earn at least $30 per month in tips.
Albuquerque	*$8.35 with benefits; $9.35 without benefits*	**	*Adjusted annually on January 1.*
Bernalillo County	*$9.20*	**	*Adjusted annually on January 1.*
Las Cruces	*$10.25*	**	
Santa Fe	*$11.80*	**	*Adjusted annually in March.*
Santa Fe County	*$11.80*	**	*Adjusted annually in March.*
New York			See industry wage orders for additional requirements.
New York City - Large Employers (of 11 or more)	*$15.00*	*$12.50*	
New York City - Small Employers (10 or less)	*$15.00*	*$12.50*	
Long Island & Westchester	*$13.00*	$10.85	*Increasing to: $14.00 12/31/20; $15.00 12/31/21 annual indexing after 2021.*
Remainder of New York State	*$11.80*	$9.85	*Increasing to: $12.50 12/31/20, annual indexing thereafter to continue increasing up to $15.00.*
Fast food employees in New York City (in fast food establishments)	*$15.00*	**	
Fast food employees outside of New York City (in fast food establishments)	*$13.75*	**	*Increasing to: $14.50 12/31/20; $15.00 7/1/21.*

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North Carolina	$7.25	$2.13 (tied to federal minimum)	Employees must regularly earn at least $20 per month in tips.
North Dakota	$7.25	$4.86	Employees must regularly earn at least $30 per month in tips.
Ohio	$8.70 (gross receipts of $319,000 or more); $7.25 (gross receipts under $319,000)	$4.35	Adjusted annually on January 1. Tipped employees must regularly earn at least $30 per month in tips.
Oklahoma	$7.25	$3.63	
Oregon	Portland metro area $12.50; Urban counties $11.25; Rural counties $11.00	Portland metro area $12.50; Urban counties $11.25; Rural counties $11.00	An employer's location affects minimum wage rate. Within Portland's urban growth boundary (metro area) (including portions of Clackamas, Multnomah, and Washington counties): $13.25 7/1/20; $14.00 7/1/21; $14.75 7/1/22 Areas not in Portland's urban growth boundary or one of the listed nonurban counties (urban counties) (Benton, Clackamas, Clatsop, Columbia, Deschutes, Hood River, Jackson, Josephine, Lane, Lincoln, Linn, Marion, Multnomah, Polk, Tillamook, Wasco, Washington, Yamhill counties): $12.00 7/1/20; $12.75 7/1/21; $13.50 7/1/22 The nonurban counties (rural counties) (Baker, Coos, Crook, Curry, Douglas, Gilliam, Grant, Harney, Jefferson, Klamath, Lake, Malheur, Morrow, Sherman, Umatilla, Union, Wallowa, Wheeler counties): $11.50 7/1/20; $12.00 7/1/21; $12.50 7/1/22 Between 2016 and 2023, the annual cost-of-living increase will be on hold statewide but will -resume in 2023. The non-Portland/non-nonurban area will set the baseline. The Portland area must remain at least $1.25 above the baseline, and nonurban counties can be up to $1 below the baseline.
Pennsylvania	$7.25	$2.83	Employees must regularly earn at least $30 per month in tips.
Rhode Island	$10.50	$3.89	
South Carolina	NONE*	NONE*	No minimum wage; federal law applies.
South Dakota	$9.30	$4.65	Adjusted annually on January 1. Employees must regularly earn at least $35 per month in tips and cash wage must be at least one-half of minimum wage.
Tennessee	NONE*	NONE*	No minimum wage; federal law applies.
Texas	$7.25	$2.13	Employees must regularly receive at least $20 per month in tips.
Utah	$7.25	$2.13	Employees must receive at least $30 per month in tips.
Vermont	$10.96	$5.48	Adjusted annually on January 1. Employees must regularly receive at least $120 per month in tips.
Virginia	$7.25	$2.13	No maximum tip credit; federal law applies.

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Washington	$13.50	$13.50	Adjusted annually on January 1 after 1/1/21.
Seattle	*Schedule 1 (more than 500 employees in U.S.) $16.39* *Schedule 2 (500 or fewer employees in U.S.) $15.75* *Schedule 2 (500 or fewer employees in U.S.) with medical benefits or tips $13.50*	**	*Schedule 1 employers (more than 500 employees in the U.S.): Adjusted annually on January 1.* *Schedule 2 employers (500 or fewer employees in the U.S.)* *Effective January 1, 2021, the hourly minimum wage paid by a Schedule 2 employer shall equal the hourly minimum wage applicable to Schedule 1 employers.* *Schedule 2 employers (500 or fewer employees in the U.S.) with medical benefits or tips* *$15.00 1/1/21; $15.75 1/1/22; $16.50 1/1/23; $17.25 1/1/24. Effective January 1, 2025, the hourly minimum wage paid by a Schedule 2 employer shall equal the hourly minimum wage applicable to Schedule 1 employers.*
SeaTac	*$16.34*	**	*Adjusted annually on January 1.*
West Virginia	$9.50	$2.85	Increasing to: $10.25 1/1/21; $11.00 1/1/22; $12.00 1/1/23
Wisconsin	$7.25	$2.33	
Wyoming	$5.15*	$2.13	Employees must regularly earn at least $30 per month in tips.

**Maximum tip credit and minimum tipped wage information is not tracked on this chart for municipalities.

*Employers in states without minimum wage laws, or with minimum wage rates lower than the federal minimum wage, which currently is $7.25 an hour, must observe the federal minimum wage for all employees covered by the Fair Labor Standards Act.