

2020 MINIMUM WAGE INCREASES

The following states and municipalities will raise the minimum wage in 2020.

STATE OR LOCALITY	MINIMUM WAGE RATE	MAXIMUM TIP CREDIT	MINIMUM TIPPED WAGE	NOTES & FUTURE SCHEDULED INCREASES
Federal minimum	\$7.25	\$5.12	\$2.13	Tipped employees must regularly earn at least \$30 per month in tips.
Federal contractors	\$10.60	\$3.20	\$7.40	Adjusted annually January 1.
Alabama	NONE*	NONE*	NONE*	No minimum wage; federal law applies.
Alaska	\$10.19	Tip credit prohibited	\$10.19	Adjusted annually January 1.
Arizona	\$12.00	\$3.00	\$9.00	Adjusted annually on January 1.
<i>Flagstaff</i>	\$13.00	**	**	<i>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.</i>
Arkansas	\$10.00	\$7.37	\$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	Tip credit prohibited	\$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.
<i>Alameda</i>	\$13.50	**	**	<i>Increasing to \$15.00 7/1/20.</i>
<i>Belmont</i>	\$15.00	**	**	<i>Increasing to: \$15.90 1/1/21, then adjusted annually on January 1.</i>
<i>Berkeley</i>	\$15.59	**	**	
<i>Cupertino</i>	\$15.35	**	**	<i>Adjusted annually January 1.</i>
<i>Daly City</i>	\$13.75	**	**	<i>Increasing to \$15.00 1/1/21, then adjusted annually on January 1.</i>
<i>El Cerrito</i>	\$15.37	**	**	<i>Adjusted annually January 1.</i>
<i>Emeryville</i>	\$16.30; \$15.00 for small independent restaurant	**	**	
<i>Fremont</i>	\$13.50 with 26 or more employees	**	**	<i>\$15.00 7/1/20 for employers with 26 or more employees.</i>

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<i>Gilroy</i>	\$10.00 with 25 or fewer employees; \$10.50 with 26 or more employees	**	**	
<i>Long Beach</i>	\$13.00; \$14.97 for hotel workers; \$14.72 for concessionaires	**	**	For hotel workers: annual indexing increases 7/1 each year.
<i>Los Altos</i>	\$15.40	**	**	Adjusted annually January 1.
<i>Los Angeles City and County</i>	\$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 began 7/1/18.
<i>Malibu</i>	\$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.
<i>Menlo Park</i>	\$15.00	**	**	Adjusted annually January 1.
<i>Milpitas</i>	\$15.00			Adjusted annually July 1.
<i>Mountain View</i>	\$16.05	**	**	Adjusted annually January 1.
<i>Novato</i>	\$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.
<i>Oakland</i>	\$13.80; hotel ordinance: \$15.00 with benefits; \$20.00 no benefits	**	**	Adjusted annually January 1.
<i>Palo Alto</i>	\$15.40	**	**	Adjusted annually January 1.
<i>Pasadena</i>	\$14.25 for businesses with 26 or more employees; \$13.25 for businesses with 25 or fewer employees	**	**	
<i>Petaluma</i>	\$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.
<i>Redwood City</i>	\$15.38	**	**	
<i>Richmond</i>	\$15.00	**	**	Adjusted annually January 1.

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<i>San Diego</i>	\$13.00	**	**	<i>Adjusted annually January 1.</i>
<i>San Francisco</i>	\$15.59; \$13.79 for government supported employees	**	**	<i>Adjusted annually July 1.</i>
<i>San Jose</i>	\$15.25	**	**	<i>Adjusted annually January 1.</i>
<i>San Leandro</i>	\$14.00	**	**	<i>Increasing to: \$15.00 7/1/20.</i>
<i>San Mateo</i>	\$15.38	**	**	<i>Annual indexing begins 1/1/21.</i>
<i>Santa Clara</i>	\$15.40	**	**	<i>Adjusted annually January 1.</i>
<i>Santa Monica</i>	\$14.25 for businesses with 26 or more employees; \$13.25 for businesses with 25 or fewer employees; \$16.63 for hotel workers	**	**	<i>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.</i>
<i>Santa Rosa</i>		**	**	<i>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.</i>
<i>Sonoma</i>	\$13.50 for businesses with 26 or more employees; \$12.50 for businesses with 25 or fewer employees	**	**	
<i>South San Francisco</i>	\$15.00	**	**	
<i>Sunnyvale</i>	\$16.05	**	**	<i>Adjusted annually January 1.</i>
<i>West Hollywood</i>	\$12.00 for businesses with 26 or more employees; \$11.00 for businesses with 25 or fewer employees	**	**	<i>Adjusted annually January 1.</i>
Colorado	\$12.00	\$3.02	\$8.98	Adjusted annually on January 1. Tipped employee must regularly earn at least \$30 per month in tips.
Connecticut	\$11.00	36.8 percent for hotels and restaurants; 18.5 percent for bartenders	\$6.38 for hotels and restaurants; \$8.23 for bartenders	Increasing to \$12.00 9/1/20; \$13.00 8/1/21; \$14.00 7/1/22; \$15.00 6/1/23, then 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

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				daily in tips. Tip credit may not be used for pizza delivery drivers.
Delaware	\$9.25	\$7.02	\$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.
<i>New Castle County</i>	<i>\$10.10</i>	**	**	
D.C.	\$14.00	\$9.55	\$4.45	Increasing to: \$15.00 7/1/20, then adjusted annually on July 1.
Florida	\$8.56	\$3.02	\$5.54	Adjusted annually on January 1.
Georgia	\$5.15	Federal law applies	Federal law applies	
Hawaii	\$10.10	\$.75	\$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	\$3.90	\$3.35	Employees must regularly earn at least \$30 per month in tips.
Illinois	\$9.25	40 percent	\$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
<i>Chicago</i>	<i>\$13.00</i>	**	**	<i>Adjusted annually July 1.</i>
<i>Cook County</i>	<i>\$12.00</i>	**	**	<i>Increasing to \$13.00 7/1/20; annual indexing begins 7/1/21.</i>
Indiana	\$7.25	\$5.12	\$2.13	Employees must regularly earn at least \$30 per month in tips.
Iowa	\$7.25	\$2.90	\$4.35	Employees must regularly earn at least \$30 per month in tips.
Kansas	\$7.25	\$5.12	\$2.13	Employees must regularly earn at least \$20 per month in tips.
Kentucky	\$7.25	Federal law applies	Federal law applies	Employees must regularly earn at least \$30 per month in tips.
Louisiana	NONE*	NONE*	NONE*	No minimum wage; federal law applies.
Maine	\$12.00	\$6.00	\$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

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				amount as the annually adjusted minimum wage.
<i>Bangor</i>	\$9.75	**	**	<i>Adjusted annually January 1.</i>
<i>Portland</i>	\$11.11	**	**	<i>Adjusted annually on July 1.</i>
Maryland	\$10.10	\$6.47	\$3.63	Employees must regularly receive at least \$30 per month in tips.
<i>Montgomery County</i>	\$13.00 for businesses with 51 or more employees; \$12.50 for businesses with 50 or fewer employees	**	**	<i>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.</i>
<i>Prince George's County</i>	\$11.50	**	**	<i>Beginning 1/1/21, the Maryland state minimum wage rates will apply.</i>
Massachusetts	\$12.75	\$7.80	\$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	\$5.98	\$3.67	Increasing to: \$9.87 1/1/21. Adjusted annually on January 1.
<i>Ypsilanti</i>	\$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)	Tip credit prohibited	\$10.00/\$8.15	Adjusted annually on January 1.
<i>Minneapolis</i>	\$12.25 for businesses with more than 100 employees; \$11.00 for businesses with 100 or fewer employees	**	**	<u>Large businesses (101 or more employees):</u> \$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. <u>Small businesses (100 or fewer employees):</u> \$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*	NONE*	No minimum wage; federal law applies.
Missouri	\$9.45	50 percent	\$4.73	Increasing to: \$10.30 1/1/21; \$11.15 1/1/22; \$12.00 1/1/23. Adjusted annually on January 1.

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Montana	\$8.65	Tip credit prohibited	\$8.65	Adjusted annually on January 1.
Nebraska	\$9.00	\$6.87	\$2.13	
Nevada	\$8.25 without health benefits/\$7.25 with health benefits	Tip credit prohibited	\$8.25/\$7.25	Increasing to: \$9.00 without health benefits, \$8.00 with health benefits 7/1/20.
New Hampshire	\$7.25	\$3.98	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	\$7.90; \$7.17 for seasonal and small 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.
New Mexico	\$9.00	\$6.65	\$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.
<i>Albuquerque</i>	<i>\$8.35 with benefits; \$9.35 without benefits</i>	**	**	<i>Adjusted annually on January 1.</i>
<i>Bernalillo County</i>	<i>\$9.20</i>	**	**	<i>Adjusted annually on January 1.</i>
<i>Las Cruces</i>	<i>\$10.25</i>	**	**	
<i>Santa Fe</i>	<i>\$11.80</i>	**	**	<i>Adjusted annually in March.</i>
<i>Santa Fe County</i>	<i>\$11.80</i>	**	**	<i>Adjusted annually in March.</i>
New York				See industry wage orders for additional requirements.
<i>New York City - Large Employers (of 11 or more)</i>	<i>\$15.00</i>	<i>\$2.50</i>	<i>\$12.50</i>	
<i>New York City - Small Employers (10 or less)</i>	<i>\$15.00</i>	<i>\$2.50</i>	<i>\$12.50</i>	
<i>Long Island & Westchester</i>	<i>\$13.00</i>	<i>\$2.15</i>	<i>\$10.85</i>	<i>Increasing to: \$14.00 12/31/20; \$15.00 12/31/21 annual indexing after 2021.</i>
<i>Remainder of New York State</i>	<i>\$11.80</i>	<i>\$1.95</i>	<i>\$9.85</i>	<i>Increasing to: \$12.50 12/31/20, annual indexing thereafter to continue increasing up to \$15.00.</i>
<i>Fast food employees in New York City (in fast food establishments)</i>	<i>\$15.00</i>	**	**	

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<i>Fast food employees outside of New York City (in fast food establishments)</i>	\$13.75	**	**	<i>Increasing to: \$14.50 12/31/20; \$15.00 7/1/21.</i>
North Carolina	\$7.25	\$5.12	\$2.13 (tied to federal minimum)	Employees must regularly earn at least \$20 per month in tips.
North Dakota	\$7.25	33 percent	\$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	\$4.35	Adjusted annually on January 1. Tipped employees must regularly earn at least \$30 per month in tips.
Oklahoma	\$7.25	50 percent	\$3.63	
Oregon	Portland metro area \$12.50; Urban counties \$11.25; Rural counties \$11.00	Tip credit prohibited	Portland metro area \$12.50; Urban counties \$11.25; Rural counties \$11.00	<p>An employer's location affects minimum wage rate.</p> <p><u>Within Portland's urban growth boundary (metro area)</u> (including portions of Clackamas, Multnomah, and Washington counties): \$13.25 7/1/20; \$14.00 7/1/21; \$14.75 7/1/22</p> <p><u>Areas not in Portland's urban growth boundary or one of the listed nonurban counties (urban counties)</u> (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</p> <p><u>The nonurban counties (rural counties)</u> (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</p> <p>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</p>

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				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	\$4.42	\$2.83	Employees must regularly earn at least \$30 per month in tips.
Rhode Island	\$10.50	\$6.61	\$3.89	
South Carolina	NONE*	NONE*	NONE*	No minimum wage; federal law applies.
South Dakota	\$9.30	\$4.65	\$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*	NONE*	No minimum wage; federal law applies.
Texas	\$7.25	\$5.12	\$2.13	Employees must regularly receive at least \$20 per month in tips.
Utah	\$7.25	\$5.12	\$2.13	Employees must receive at least \$30 per month in tips.
Vermont	\$10.96	\$5.48	\$5.48	Adjusted annually on January 1. Employees must regularly receive at least \$120 per month in tips.
Virginia	\$7.25	\$5.12	\$2.13	No maximum tip credit; federal law applies.
Washington	\$13.50	Tip credit prohibited	\$13.50	Adjusted annually on January 1 after 1/1/21.
Seattle	<u>Schedule 1 (more than 500 employees in U.S.) \$16.39</u> <u>Schedule 2 (500 or fewer employees in U.S.) \$15.75</u> <u>Schedule 2 (500 or fewer employees in U.S.) with medical benefits or tips \$13.50</u>	**	**	<u>Schedule 1 employers (more than 500 employees in the U.S.):</u> Adjusted annually on January 1. <u>Schedule 2 employers (500 or fewer employees in the U.S.)</u> 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. <u>Schedule 2 employers (500 or fewer employees in the U.S.) with medical benefits or tips</u> \$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

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				<i>applicable to Schedule 1 employers.</i>
<i>SeaTac</i>	\$16.34	**	**	<i>Adjusted annually on January 1.</i>
West Virginia	\$9.50	\$6.65	\$2.85	Increasing to: \$10.25 1/1/21; \$11.00 1/1/22; \$12.00 1/1/23
Wisconsin	\$7.25	\$4.92	\$2.33	
Wyoming	\$5.15*	\$3.03	\$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.*