# 2020 MINIMUM WAGE INCREASES
## Updates – July 2020

***The following states and municipalities have raised the minimum wage in 2020. Updates taking place as of 7/1/2020 are highlighted.***

| 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.* |
| *Flagstaff* | *$13.00* | ** | ** | *Increasing to $15.00* 1/1/21 *or $2.00 above the state minimum wage, whichever is greater.* |
| **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. 25 employees or less: $13.00 1/1/21.* |
| *Alameda* | *$15.00 effective 7/1/20* | ** | ** | |
| *Belmont* | *$15.00* | ** | ** | *Increasing to $15.90 1/1/21, then adjusted annually on January 1.* |
| *Berkeley* | *$16.07 effective 7/1/20* | ** | ** | |
| *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* | *$16.84 effective 7/1/20* | ** | ** | |

| STATE OR LOCALITY | MINIMUM WAGE RATE | MAXIMUM TIP CREDIT | MINIMUM TIPPED WAGE | NOTES & FUTURE SCHEDULED INCREASES |
|---|---|---|---|---|
| *Fremont* | *$13.50 for small employers (25 or fewer employees) effective 7/1/20; $15.00 for large employers (26 or more employees) effective 7/1/20* | ** | ** | |
| *Long Beach* | *$15.47 for hourly hotel workers effective 7/1/20; $15.30 for hourly concessionaire workers effective 7/1/20* | ** | ** | *For hotel workers: annual indexing increases 7/1 each year.* |
| *Los Altos* | *$15.40* | ** | ** | *Adjusted annually January 1.* |
| *Los Angeles City and County* | *$15.00 for employers with 26 or more employees effective 7/1/20; $14.25 for employers with 25 or fewer employees or non-profit corporations with 26 or more employees with approval to pay a deferred rate effective 7/1/20; $17.13 for hourly hotel workers effective 7/1/20* | ** | ** | *For businesses with 25 or fewer employees: $15 7/1/21. For hotel workers: annual indexing began 7/1/18.* |
| *Malibu* | *$15.00 for businesses with 26 or more employees effective 7/1/20; $14.25 for businesses with 25 or fewer employees effective 7/1/20* | ** | ** | *For businesses with 25 or fewer employees: $15.00 7/1/21.* |
| *Menlo Park* | *$15.00* | ** | ** | *Adjusted annually January 1.* |
| *Milpitas* | *$15.40 effective 7/1/20* | | | *Adjusted annually July 1 based on Bay Area Consumer Price Index Increase.* |
| *Mountain View* | *$16.05* | ** | ** | *Adjusted annually January 1.* |
| *Novato* | *$15.00 for very large business (100+ employees) effective 7/1/20; $14.00 for large business (26-99 employees) effective 7/1/20; $13.00 for small business (1-25 employees) effective 7/1/20* | ** | ** | *$15.00 for large business (26-99 employees) effective 1/1/21; $14.00 for small business; (1-25 employees) effective 1/1/21.* |
| *Oakland* | *$14.14; For hotel workers: $15.37 with health benefits; $20.50 without health benefits* | ** | ** | *Adjusted annually January 1.* |

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|---|---|---|---|---|
| *Palo Alto* | *$15.40* | ** | ** | *Adjusted annually January 1.* |
| Pasadena | *$15.00 for businesses with 26 or more employees effective 7/1/20; $14.25 for businesses with 25 or fewer employees effective 7/1/20* | ** | ** | *Adjusted annually July 1.* |
| Petaluma | *$15.00 with 26 or more employees; $14.00 with 25 or fewer employees* | ** | ** | *Increasing to $15.00+ Cost of Living Adjustment (COLA) based on the Bay Area Consumer Price Index (CPI) for businesses of all sizes 1/1/21.* |
| Redwood City | *$15.38* | ** | ** | |
| Richmond | *$15.00* | ** | ** | *Adjusted annually January 1.* |
| San Diego | *$13.00* | ** | ** | *Adjusted annually January 1.* |
| San Francisco | *$16.07 effective 7/1/20; $14.22 for government supported employees effective 7/1/20* | ** | ** | *Adjusted annually July 1.* |
| San Jose | *$15.25* | ** | ** | *Adjusted annually January 1.* |
| San Leandro | *$15.00 effective 7/1/20* | ** | ** | |
| San Mateo | *$15.38* | ** | ** | *Annual indexing begins 1/1/21.* |
| Santa Clara | *$15.40* | ** | ** | *Adjusted annually January 1.* |
| Santa Monica | *$15.00 for businesses with 26 or more employees effective 7/1/20; $14.25 for businesses with 25 or fewer employees effective 7/1/20; $17.13 for hourly hotel workers effective 7/1/20* | ** | ** | *For businesses with 25 or fewer employees: $15 7/1/21. Adjusted annually July 1 for hotel workers. Aligned to City of LA Hotel Wage; increases annually by CPI.* |
| Santa Rosa | *$15.00 for businesses with 26 or more employees effective 7/1/20; $14.00 for businesses with 25 or fewer employees effective 7/1/20* | ** | ** | *Adjusted annually January 1.* |
| Sonoma | *$13.50 for businesses with 26 or more employees; $12.50 for businesses with 25 or fewer employees* | ** | ** | *Adjusted annually January 1.* |
| South San Francisco | *$15.00* | ** | ** | |

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|---|---|---|---|---|
| Sunnyvale | *$16.05* | ** | ** | *Adjusted annually January 1.* |
| West Hollywood | *$13.00 for businesses with 26 or more employees; $12.00 for businesses with 25 or fewer employees* | ** | ** | *Adjusted annually January 1.* |
| **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.* ***Increasing to $12.00 effective 9/1/20*** | *36.8% for hotels and restaurants; 18.5% for bartenders* | *$6.38 for tipped hotel and restaurant employees; $8.23 for bartenders.* ***Increasing to $7.38 for tipped hotel and restaurant employees; $9.23 for bartenders. effective 9/1/20****.* | *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.* ***Increasing to $9.75 10/1/20*** | *$7.02* ***Increasing to $7.52 10/1/20*** | *$2.23* | *Tipped employees must regularly earn at least $30 per month in tips.* |
| **D.C.** | *$15.00 effective 7/1/20* | *$10.00 effective 7/1/20* | *$5.00 effective 7/1/20* | *Adjusted annually 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** | *$10.00 effective 7/1/20* | *40 percent* | *$6.00 effective 7/1/20* | *Increasing to $11.00 1/1/21.* |
| Chicago | *$14.00 for businesses with 21 or more employees effective 7/1/20; $13.50 for businesses with 20 or fewer employees effective 7/1/20* | ** | ** | *Adjusted annually July 1.* |
| Cook County | *$13.00 effective 7/1/20* | ** | ** | *Annual indexing begins 7/1/21.* |
| **Indiana** | *$7.25* | *$5.12* | *$2.13* | *Employees must regularly earn at least $30 per month in tips.* |

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|---|---|---|---|---|
| **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 amount as the annually adjusted minimum wage.* |
| **Maryland** | *$11.00* | *$7.37* | *$3.63* | *Employees must regularly receive at least $30 per month in tips.* |
| Montgomery County | *$14.00 for businesses with 51 or more employees effective 7/1/20; $13.25 for businesses with 11-50 employees effective 7/1/20; $13.00 for businesses with 10 or less employees effective 7/1/20* | ** | ** | |
| Prince George's County | *$11.50* | ** | ** | |
| **Massachusetts** | *$12.75* | *$7.80* | *$4.95* | *Increasing to $13.50 1/1/21. 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.* |
| **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.* |

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|---|---|---|---|---|
| Minneapolis | *$13.25 for businesses with more than 101 or more employees effective 7/1/20; $11.75 for businesses with 100 or fewer employees effective 7/1/20* | ** | ** | *Large businesses (101 or more employees: $14.25 7/1/21. Small businesses (100 or fewer employees): $12.50 7/1/21.* |
| Saint Paul | *$12.50 for businesses with greater than 10,001 employees; $11.50 for large businesses (101-10,000 employees) effective 7/1/20; $10.00 for small businesses (6-100 employees) effective 7/1/20; $9.25 for micro businesses (5 or fewer employees) effective 7/1/20* | ** | ** | |
| **Mississippi** | *NONE** | *NONE** | *NONE** | *No minimum wage; federal law applies.* |
| **Missouri** | *$9.45* | *50 percent* | *$4.73* | *Increasing to $10.30 1/1/21. Adjusted annually on January 1.* |
| **Montana** | *$8.65* | *Tip credit prohibited* | *$8.65* | *Adjusted annually on January 1.* |
| **Nebraska** | *$9.00* | *$6.87* | *$2.13* | |
| **Nevada** | *$9.00 without health benefits; $8.00 with health benefits effective 7/1/20* | *Tip credit prohibited* | *$9.00/$8.00 effective 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 for employers with more than 5 employees; $11.10 1/1/21 for seasonal and small employers. Adjusted annually on January 1.* |
| **New Mexico** | *$9.00* | *$6.65* | *$2.35* | *Increasing to $10.50 1/1/21. 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.* |

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|---|---|---|---|---|
| Las Cruces | *$10.25* | ** | ** | |
| Santa Fe City and County | *$12.10 effective 3/1/20* | ** | ** | *Adjusted annually in March.* |
| **New York** | | | | *See industry wage orders for additional requirements.* |
| New York City - Large Employers (of 11 or more) | *$15.00* | *$2.50* | *$12.50* | |
| New York City - Small Employers (10 or less) | *$15.00* | *$2.50* | *$12.50* | |
| Long Island & Westchester | *$13.00* | *$2.15* | *$10.85* | *Increasing to $14.00 12/31/20.* |
| Remainder of New York State | *$11.80* | *$1.95* | *$9.85* | *Increasing to $12.50 12/31/20.* |
| 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.* |
| **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** | *Increasing to $13.25 for businesses in Portland metro area effective 7/1/20; $12.00 for businesses in Urban counties effective 7/1/20; $11.50 for businesses in Rural counties effective 7/1/20* | *Tip credit prohibited* | *Increasing to $13.25 for businesses in Portland metro area effective 7/1/20; $12.00 for businesses in Urban counties effective 7/1/20; $11.50 for businesses in Rural counties effective 7/1/20* | *An employer's location affects minimum wage rate.*<br><br>*Within Portland's urban growth boundary (metro area) including portions of Clackamas, Multnomah, and Washington counties): $14.00 7/1/21.* |

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|---|---|---|---|---|
| | | | | *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): $12.75 7/1/21.*<br><br>*The nonurban counties (rural counties) (Baker, Coos, Crook, Curry, Douglas, Gilliam, Grant, Harney, Jefferson, Klamath, Lake, Malheur, Morrow, Sherman, Umatilla, Union, Wallowa, Wheeler counties): $12.00 7/1/21.* |
| **Pennsylvania** | *$7.25* | *$4.42* | *$2.83* | *Employees must regularly earn at least $30 per month in tips.* |
| **Rhode Island** | *$10.50.* ***Increasing to $11.50 effective 10/01/2020*** | *$6.61.* ***Increasing to $7.51 effective 10/01/2020*** | *$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.* |

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|---|---|---|---|---|
| **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* | *Schedule 1 (more than 500 employees in U.S.) $16.39*<br><br>*Schedule 2 (500 or fewer employees in U.S.) $15.75*<br><br>*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.*<br>*Schedule 2 employers (500 or fewer employees in the U.S.)*<br>*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.*<br>*Schedule 2 employers (500 or fewer employees in the U.S.) with medical benefits or tips $15.00 1/1/21.*<br>*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* | *$6.65* | *$2.85* | *Increasing to $10.25 1/1/21.* |
| **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.* |

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

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

**** Youth rates and job training participant rates are not tracked on this chart.*