2020 MINIMUM WAGE INCREASES

The following states and municipalities have raised 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.*
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*	**	**	*$15.00 for large business (26-99 employees) effective 1/1/21; $14.00 for small business; (1-25*

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	employees) effective 7/1/20; *$13.00 for small business (1-25 employees) effective 7/1/20*			*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.*
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*	**	**	*For businesses with 25 or fewer employees: $15 7/1/21.* *Adjusted annually July*

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	with 25 or fewer employees effective 7/1/20; *$17.13 for hourly hotel workers effective 7/1/20*			*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*	**	**	
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*	

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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.*
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*

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				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.*
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.*

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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.*
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	*$15.00*	**	**	

STATE OR LOCALITY	MINIMUM WAGE RATE	MAXIMUM TIP CREDIT	MINIMUM TIPPED WAGE	NOTES & FUTURE SCHEDULED INCREASES
fast food establishments)				
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.* *<u>Within Portland's urban growth boundary (metro area)</u> including portions of Clackamas, Multnomah, and Washington counties): $14.00 7/1/21.* *<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): $12.75 7/1/21.* *<u>The nonurban counties (rural counties)</u> (Baker, Coos, Crook, Curry, Douglas, Gilliam, Grant, Harney,*

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				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.*
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* *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*

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				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. 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.*