

# 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;<br>\$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;<br>\$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;<br>\$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;<br>\$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;<br>\$17.13 for hourly hotel workers effective 7/1/20 | **                 | **                  | For businesses with 25 or fewer employees: \$15 7/1/21.<br>For hotel workers: annual indexing began 7/1/18.                   |
| Malibu                      | \$15.00 for businesses with 26 or more employees effective 7/1/20;<br>\$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;<br>\$14.00 for large business (26-99 employees) effective 7/1/20;<br>\$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;<br>For hotel workers: \$15.37 with health benefits; \$20.50 without health benefits   | **                 | **                  | Adjusted annually January 1.  |

| STATE OR LOCALITY   | MINIMUM WAGE RATE  | MAXIMUM TIP CREDIT | MINIMUM TIPPED WAGE | NOTES & FUTURE SCHEDULED INCREASES  |
|---------------------|--|--------------------|---------------------|---|
| Palo Alto           | \$15.40  | **                 | **                  | Adjusted annually January 1.  |
| Pasadena            | \$15.00 for businesses with 26 or more employees effective 7/1/20;<br>\$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;<br>\$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;<br>\$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;<br>\$14.25 for businesses with 25 or fewer employees effective 7/1/20;<br>\$17.13 for hourly hotel workers effective 7/1/20 | **                 | **                  | For businesses with 25 or fewer employees: \$15 7/1/21.<br>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;<br>\$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;<br>\$12.50 for businesses with 25 or fewer employees   | **                 | **                  | Adjusted annually January 1.  |
| South San Francisco | \$15.00  | **                 | **                  |   |

| STATE OR LOCALITY | MINIMUM WAGE RATE  | MAXIMUM TIP CREDIT                                     | MINIMUM TIPPED WAGE  | NOTES & FUTURE SCHEDULED INCREASES  |
|-------------------|--|--|--|---|
| Sunnyvale         | \$16.05  | **   | **   | Adjusted annually January 1.  |
| West Hollywood    | \$13.00 for businesses with 26 or more employees;<br>\$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       | <b>\$11.00. Increasing to \$12.00 effective 9/1/20</b>   | 36.8% for hotels and restaurants; 18.5% for bartenders | <b>\$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.</b> | 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          | <b>\$9.25. Increasing to \$9.75 10/1/20</b>  | <b>\$7.02 Increasing to \$7.52 10/1/20</b>             | \$2.23   | Tipped employees must regularly earn at least \$30 per month in tips.   |
| D.C.              | <b>\$15.00 effective 7/1/20</b>  | <b>\$10.00 effective 7/1/20</b>                        | <b>\$5.00 effective 7/1/20</b>   | 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          | <b>\$10.00 effective 7/1/20</b>  | 40 percent   | <b>\$6.00 effective 7/1/20</b>   | <b>Increasing to \$11.00 1/1/21.</b>  |
| Chicago           | <b>\$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</b> | **   | **   | Adjusted annually July 1.   |
| Cook County       | <b>\$13.00 effective 7/1/20</b>  | **   | **   | 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;<br>\$13.25 for businesses with 11-50 employees effective 7/1/20;<br>\$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.<br>Small businesses (100 or fewer employees): \$12.50 7/1/21.                                 |
| Saint Paul        | \$12.50 for businesses with greater than 10,001 employees;<br>\$11.50 for large businesses (101-10,000 employees) effective 7/1/20;<br>\$10.00 for small businesses (6-100 employees) effective 7/1/20;<br>\$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;<br>\$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;<br>\$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.  |
| <b>New York</b>   |  |                       |  | See industry wage orders for additional requirements.  |
| <u>New York City</u> - Large Employers (of 11 or more)                            | \$15.00  | \$2.50                | \$12.50  |  |
| <u>New York City</u> - 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  | **                    | **   |  |
| <i>Fast food employees outside of New York City (in fast food establishments)</i> | \$13.75  | **                    | **   | Increasing to \$14.50 12/31/20.  |
| <b>North Carolina</b>   | \$7.25   | \$5.12                | \$2.13 (tied to federal minimum)   | Employees must regularly earn at least \$20 per month in tips.   |
| <b>North Dakota</b>   | \$7.25   | 33 percent            | \$4.86   | Employees must regularly earn at least \$30 per month in tips.   |
| <b>Ohio</b>   | \$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.  |
| <b>Oklahoma</b>   | \$7.25   | 50 percent            | \$3.63   |  |
| <b>Oregon</b>   | 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><u>Within Portland's urban growth boundary (metro area) including portions of Clackamas, Multnomah, and Washington counties):</u> \$14.00 7/1/21. |

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|-------------------|--|--|---------------------|---|
|                   |  |  |                     | <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): \$12.75 7/1/21.</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): \$12.00 7/1/21.</p> |
| Pennsylvania      | \$7.25   | \$4.42   | \$2.83              | Employees must regularly earn at least \$30 per month in tips.  |
| Rhode Island      | <b>\$10.50. Increasing to \$11.50 effective 10/01/2020</b> | <b>\$6.61. Increasing to \$7.51 effective 10/01/2020</b> | \$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           | <p><u>Schedule 1 (more than 500 employees in U.S.) \$16.39</u></p> <p><u>Schedule 2 (500 or fewer employees in U.S.) \$15.75</u></p> <p><u>Schedule 2 (500 or fewer employees in U.S.) with medical benefits or tips \$13.50</u></p> | **                    | **                  | <p><u>Schedule 1 employers (more than 500 employees in the U.S.):</u> Adjusted annually on January 1.</p> <p><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.</p> <p><u>Schedule 2 employers (500 or fewer employees in the U.S.) with medical benefits or tips \$15.00 1/1/21.</u> 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.</p> |
| 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.