



Eye on Washington Legislative Update



Legislative Trends: Upcoming Increases to Minimum Wage Round-up – 2020

The following chart shows the current minimum wage for non-tipped and tipped employees and the next scheduled increase (if any) for each state, the District of Columbia, various U.S. territories/commonwealths and numerous local jurisdictions. Rates listed in black were enacted by federal, state, district, territory or commonwealth law. Rates listed in red were enacted by city or county ordinance. It is important to note that minimum wages that may be paid to individuals under a certain age (e.g., youth wage), to employees during a “training” period, or to employees working for a nonprofit are not reflected.

State / Local	Current Minimum Wage Per Hour	Current Tipped Employee Cash Wage Per Hour	Next Scheduled Increase Minimum Wage Per Hour	Next Scheduled Increase Tipped Employee Cash Wage Per Hour
Alabama	\$7.25	\$2.13	None	None
Alaska	\$9.89	\$9.89	\$10.19 (1/1/20)	\$10.19 (1/1/20)
Arizona	\$11.00	\$8.00	\$12.00 (1/1/20)	\$9.00 (1/1/20)
Flagstaff	\$12.00	\$9.00	\$13.00 (1/1/20)	\$10.00 (1/1/20)
Arkansas	\$9.25	\$2.63	\$10.00 (1/1/20)	None
California (26 or more EEs)	\$12.00	\$12.00	\$13.00 (1/1/20)	\$13.00 (1/1/20)
California (25 or less EEs)	\$11.00	\$11.00	\$12.00 (1/1/20)	\$12.00 (1/1/20)
Alameda City	\$13.50	\$13.50	\$15.00 (7/1/20)	\$15.00 (7/1/20)
Belmont	\$13.50	\$13.50	\$15.00 (1/1/20)	\$15.00 (1/1/20)
Berkeley	\$15.59	\$15.59	Annual Indexing (7/1/20)	Annual Indexing (7/1/20)
Cupertino	\$15.00	\$15.00	\$15.35 (1/1/20)	\$15.35 (1/1/20)
Daly City	\$12.00	\$12.00	\$13.75 (1/1/20)	\$13.75 (1/1/20)
El Cerrito	\$15.00	\$15.00	\$15.37 (1/1/20)	\$15.37 (1/1/20)
Emeryville	\$16.30	\$16.30	Annual Indexing (7/1/20)	Annual Indexing (7/1/20)
Fremont (26 or more EEs)	\$13.50	\$13.50	\$15.00 (7/1/20)	\$15.00 (7/1/20)
Fremont (25 or more EEs)	\$11.00	\$11.00	\$13.50 (7/1/20)	\$13.50 (7/1/20)
Long Beach – other than Hotel/ Concessionaire workers (26 or more EEs)	\$12.00	\$12.00	\$13.00 (1/1/20)	\$13.00 (1/1/20)
Long Beach other than Hotel/ Concessionaire workers (25 or less EEs)	\$11.00	\$11.00	\$12.00 (1/1/20)	\$12.00 (1/1/20)
Long Beach (Hotel workers)	\$14.97	\$14.97	Annual Indexing (7/1/20)	Annual Indexing (7/1/20)

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State / Local	Current Minimum Wage Per Hour	Current Tipped Employee Cash Wage Per Hour	Next Scheduled Increase Minimum Wage Per Hour	Next Scheduled Increase Tipped Employee Cash Wage Per Hour
Long Beach (Concessionaire workers)	\$14.72	\$14.72	Annual Indexing (7/1/20)	Annual Indexing (7/1/20)
Los Altos	\$15.00	\$15.00	\$15.40 (1/1/20)	\$15.40 (1/1/20)
Los Angeles (26 or more EEs)	\$14.25	\$14.25	\$15.00 (7/1/20)	\$15.00 (7/1/20)
Los Angeles (25 or less EEs)	\$13.25	\$13.25	\$14.25 (7/1/20)	\$14.25 (7/1/20)
Los Angeles County (26 or more EEs)	\$14.25	\$14.25	\$15.00 (7/1/20)	\$15.00 (7/1/20)
Los Angeles County (25 or less EEs)	\$13.25	\$13.25	\$14.25 (7/1/20)	\$14.25 (7/1/20)
Malibu (26 or more EEs)	\$14.25	\$14.25	\$15.00 (7/1/20)	\$15.00 (7/1/20)
Malibu (25 or less EEs)	\$13.25	\$13.25	\$14.25 (7/1/20)	\$14.25 (7/1/20)
Menlo Park (26 or less EEs)	\$12.00	\$12.00	\$15.00 (1/1/20)	\$15.00 (1/1/20)
Menlo Park (25 or less EEs)	\$11.00	\$11.00	\$15.00 (1/1/20)	\$15.00 (1/1/20)
Milpitas	\$15.00	\$15.00	Annual Indexing (7/1/20)	Annual Indexing (7/1/20)
Mountain View	\$15.65	\$15.65	\$16.05 (1/1/20)	\$16.05 (1/1/20)
Novato (100 or more EEs)	\$12.00	\$12.00	\$13.00 (1/1/20) \$15.00 (7/1/20)	\$13.00 (1/1/20) \$15.00 (7/1/20)
Novato (26-99 EEs)	\$12.00	\$12.00	\$13.00 (1/1/20) \$14.00 (7/1/20)	\$13.00 (1/1/20) \$14.00 (7/1/20)
Novato (25 or less EEs)	\$11.00	\$11.00	\$12.00 (1/1/20) \$13.00 (7/1/20)	\$12.00 (1/1/20) \$13.00 (7/1/20)
Oakland	\$13.80	\$13.80	\$14.14 (1/1/20)	\$14.14 (1/1/20)
Palo Alto	\$15.00	\$15.00	\$15.40 (1/1/20)	\$15.40 (1/1/20)
Pasadena (26 or more EEs)	\$14.25	\$14.25	\$15.00 (7/1/20)	\$15.00 (7/1/20)
Pasadena (25 or less EEs)	\$13.25	\$13.25	\$14.25 (7/1/20)	\$14.25 (7/1/20)
Petaluma (26 or more EEs)	\$12.00	\$12.00	\$15.00 (1/1/20)	\$15.00 (1/1/20)
Petaluma (25 or more EEs)	\$11.00	\$11.00	\$14.00 (1/1/20)	\$14.00 (1/1/20)
Redwood City	\$13.50	\$13.50	\$15.38 (1/1/20)	\$15.38 (1/1/20)
Richmond (if employers do not pay toward medical benefits)	\$15.00	\$15.00	\$15.00 (1/1/20)	\$15.00 (1/1/20)
Richmond (if employers do pay toward medical benefits)	\$13.50	\$13.50	\$13.50 (1/1/20)	\$13.50 (1/1/20)
San Diego	\$12.00	\$12.00	\$13.00 (1/1/20)	\$13.00 (1/1/20)

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State / Local	Current Minimum Wage Per Hour	Current Tipped Employee Cash Wage Per Hour	Next Scheduled Increase Minimum Wage Per Hour	Next Scheduled Increase Tipped Employee Cash Wage Per Hour
San Francisco	\$15.59	\$15.59	Annual Indexing (7/1/20)	Annual Indexing (7/1/20)
San Francisco (Government Supported EE)	\$13.79	\$13.79	Annual Indexing (7/1/20)	Annual Indexing (7/1/20)
San Jose	\$15.00	\$15.00	\$15.25 (1/1/20)	\$15.25 (1/1/20)
San Leandro	\$14.00	\$14.00	\$15.00 (7/1/20)	\$15.00 (7/1/20)
Santa Clara	\$15.00	\$15.00	\$15.40 (1/1/20)	\$15.40 (1/1/20)
San Mateo	\$15.00	\$15.00	\$15.38 (1/1/20)	\$15.38 (1/1/20)
Santa Monica (26 or more EEs)	\$14.25	\$14.25	\$15.00 (7/1/20)	\$15.00 (7/1/20)
Santa Monica (25 or less EEs)	\$13.25	\$13.25	\$14.25 (7/1/20)	\$14.25 (7/1/20)
Santa Rosa (26 or more EEs)	\$12.00	\$12.00	\$13.00 (1/1/20)	\$13.00 (1/1/20)
Santa Rosa (25 or less EEs)	\$11.00	\$11.00	\$12.00 (1/1/20)	\$12.00 (1/1/20)
Santa Rosa (26 or more EEs)			\$15.00 (7/1/20)	\$15.00 (7/1/20)
Santa Rose (25 or less EEs)			\$14.00 (7/1/20)	\$14.00 (7/1/20)
Sonoma (26 or more EEs)	\$12.00	\$12.00	\$13.50 (1/1/20)	\$13.50 (1/1/20)
Sonoma (25 or less EEs)	\$11.00	\$11.00	\$12.50 (1/1/20)	\$12.50 (1/1/20)
South San Francisco (26 or more EEs)	\$12.00	\$12.00	\$15.00 (1/1/20)	\$15.00 (1/1/20)
South San Francisco (25 or less EEs)	\$11.00	\$11.00	\$15.00 (1/1/20)	\$15.00 (1/1/20)
Sunnyvale	\$15.65	\$15.65	\$16.05 (1/1/20)	\$16.05 (1/1/20)
Colorado	\$11.10	\$8.08	\$12.00 (1/1/20)	\$8.98 (1/1/20)
Denver	\$11.10	\$8.08	\$12.85 (1/1/20)	\$9.83 (1/1/20)
Connecticut	\$11.00	\$6.38 Waitstaff \$8.23 Bartenders	\$12.00 (9/1/20)	None
Delaware	\$9.25	\$2.23	None	None
District of Columbia	\$14.00	\$4.45	\$15.00 (7/1/20)	\$5.00 (7/1/20)
Florida	\$8.46	\$5.44	\$8.56 (1/1/20)	\$5.54 (1/1/20)
Georgia	\$7.25 (if covered under FLSA \$5.15 (if not covered under FLSA)	\$2.13	None	None

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State / Local	Current Minimum Wage Per Hour	Current Tipped Employee Cash Wage Per Hour	Next Scheduled Increase Minimum Wage Per Hour	Next Scheduled Increase Tipped Employee Cash Wage Per Hour
Guam	\$8.25	\$8.25	\$8.75 (3/1/20)	\$8.75 (3/1/20)
Hawaii	\$10.10	\$9.35 (\$0.75 tip credit only if employee earns \$7.00 more than the minimum wage through tips and wages)	None	None
Idaho	\$7.25	\$3.35	None	None
Illinois	\$8.25	\$4.95	\$9.25 (1/1/20)	\$5.55 (1/1/20)
Chicago (more than 20 EEs)	\$13.00	\$6.40	\$14.00 (7/1/20)	\$8.40 (7/1/20)
Chicago (4-20 EEs)	\$13.00	\$6.40	\$13.50	\$8.10 (7/1/20)
Cook County	\$12.00	\$5.25	Annual Indexing (7/1/20)	Annual Indexing (7/1/20)
Indiana	\$7.25	\$2.13	None	None
Iowa	\$7.25	\$4.35	None	None
Kansas	\$7.25	\$2.13	None	None
Kentucky	\$7.25	\$2.13	None	None
Louisiana	\$7.25	\$2.13	None	None
Maine	\$11.00	\$5.50	\$12.00 (1/1/20)	\$6.00 (1/1/20)
Portland	\$11.11	\$5.50	\$12.00 (1/1/20)	\$6.00 (1/1/20)
Maryland	\$10.10	\$3.63	\$11.00 (1/1/20)	None
Montgomery County (51 or more EEs)	\$13.00	\$4.00	\$14.00 (7/1/20)	None
Montgomery County (11 - 50 EEs)	\$12.50	\$4.00	\$13.25 (7/1/20)	None
Montgomery County (10 or less EEs)	\$12.50	\$4.00	\$13.00 (7/1/20)	None
Prince George's County	\$11.50	\$3.63	None (as of 1/1/21 Maryland state minimum wage will apply)	None (as of 1/1/21 Maryland state minimum wage will apply)
Massachusetts	\$12.00	\$4.35	\$12.75 (1/1/20)	\$4.95 (1/1/20)
Michigan	\$9.45	\$3.59	\$9.65 (1/1/20)	\$3.67 (1/1/20)
Minnesota (employer annual gross volume exceeds \$500K)	\$9.86	\$9.86	\$10.00 (1/1/20)	\$9.86 (1/1/20)
Minnesota (employer annual gross volume less than \$500K)	\$8.04	\$8.04	\$8.15 (1/1/20)	\$8.15 (1/1/20)

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State / Local	Current Minimum Wage Per Hour	Current Tipped Employee Cash Wage Per Hour	Next Scheduled Increase Minimum Wage Per Hour	Next Scheduled Increase Tipped Employee Cash Wage Per Hour
Minneapolis (more than 100 EEs)	\$12.25	\$12.25	\$13.25 (7/1/20)	\$13.25 (7/1/20)
Minneapolis (100 or fewer EEs)	\$11.00	\$11.00	\$11.75 (7/1/20)	\$11.75 (7/1/20)
St. Paul (employ more than 10,000 EEs)	\$9.86	\$9.86	\$12.50 (1/1/20)	\$12.50 (1/1/20)
St. Paul (employ more than 100 EEs)	\$9.86	\$9.86	\$11.50 (7/1/20)	\$11.50 (7/1/20)
St. Paul (employ 100 or less EEs)	\$9.86	\$9.86	\$10.00 (7/1/20)	\$10.00 (7/1/20)
St. Paul (employ 5 or less EEs)	\$8.04	\$8.04	\$9.25 (7/1/20)	\$9.25 (7/1/20)
Mississippi	\$7.25	\$2.13	None	None
Missouri	\$8.60	\$4.30	\$9.45 (1/1/20)	\$4.725 (1/1/20)
Montana	\$8.50	\$8.50	\$8.65 (1/1/20)	\$8.65 (1/1/20)
Nebraska	\$9.00	\$2.13	None	None
Nevada (no health benefits offered)	\$8.25	\$8.25)	\$9.00 (7/1/20)	\$9.00 (7/1/20)
Nevada (health benefits offered)	\$7.25	\$7.25	\$8.00 (7/1/20)	\$8.00 (7/1/20)
New Hampshire	\$7.25	\$3.26	None	None
New Jersey (6 or more EEs)	\$10.00	\$2.63	\$11.00 (1/1/20)	\$3.13 (1/1/20)
New Jersey (5 or less EEs and Seasonal ER)	\$8.85	\$2.63	\$10.30 (1/1/20)	\$3.13
New Jersey (piece rate of hourly EE on farm)	\$8.85	\$2.63	\$10.30 (1/1/20)	\$3.13
New Mexico	\$7.50	\$2.13	\$9.00 (1/1/20)	\$2.35 (1/1/20)
Albuquerque (if the employee's employer does NOT provide health care and/or childcare benefits to the employee)	\$9.20	\$5.50	\$9.35 (1/1/20)	\$5.60 (1/1/20)

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State / Local	Current Minimum Wage Per Hour	Current Tipped Employee Cash Wage Per Hour	Next Scheduled Increase Minimum Wage Per Hour	Next Scheduled Increase Tipped Employee Cash Wage Per Hour
Albuquerque (if the employee's employer does provide health care and/or childcare benefits to the employee and the employer pays an amount for these benefits equal to or in excess of an annualized cost of \$2,500.00)	\$8.20	\$5.50	\$8.35 (1/1/20)	\$5.60 (1/1/20)
Bernalillo County (if the employee's employer does NOT provide health care and/or childcare benefits to the employee)	\$9.05	\$2.13	\$9.20 (1/1/20)	\$2.35 (1/1/20)
Bernalillo County (if the employee's employer does provide health care and/or childcare benefits to the employee and the employer pays an amount for these benefits equal to or in excess of an annualized cost of \$2,500.00)	\$8.05	\$2.13	\$8.20 (1/1/20)	\$2.35 (1/1/20)
Las Cruces	\$10.10	\$4.05	\$10.25 (1/1/20)	\$4.10 (1/1/20)
Santa Fe	\$11.80	\$2.13	Annual Indexing (3/1/20)	Annual Indexing (3/1/20)
Santa Fe County	\$11.80	\$3.53	Annual Indexing (3/1/20)	Annual Indexing (3/1/20)
New York (other than New York City and Nassau, Suffolk, Westchester Counties)	\$11.10	\$8.40 when tips are at least \$2.70 per hour. \$9.45 when tips are at least \$1.65 per hour, but less than \$2.70 per hour.	\$11.80 (12/31/19)	\$8.90 when tips are at least \$2.90 per hour. \$10.05 when tips are at least \$1.75 per hour, but less than \$2.70 per hour. (12/31/19)
New York - Nassau, Suffolk, Westchester Counties	\$12.00	\$9.05 when tips are at least \$2.95 per hour. \$10.20 when tips are at least \$1.80 per hour, but less than \$2.95 per hour.	\$13.00 (12/31/19)	\$9.80 when tips are at least \$3.20 per hour. \$11.05 when tips are at least \$1.95 per hour, but less than \$3.20 per hour. (12/31/19)

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State / Local	Current Minimum Wage Per Hour	Current Tipped Employee Cash Wage Per Hour	Next Scheduled Increase Minimum Wage Per Hour	Next Scheduled Increase Tipped Employee Cash Wage Per Hour
New York City (11 or more EEs)	\$15.00	\$11.35 when tips are at least \$3.65 per hour. \$12.75 when tips are at least \$2.25 per hour, but less than \$3.65 per hour.	None	None
New York City (10 or fewer EEs)	\$13.50	\$10.20 when tips are at least \$3.30 per hour. \$11.45 when tips are at least \$2.05 per hour, but less than \$3.30 per hour.	\$15.00	\$11.35 when tips are at least \$3.65 per hour. \$12.75 when tips are at least \$2.25 per hour, but less than \$3.65 per hour.
Service Employees New York (other than New York City and Nassau, Suffolk, Westchester Counties)	\$11.10	\$9.25	\$11.80 (12/31/19)	\$9.85 (12/31/19)
Service Employees New York - Nassau, Suffolk, Westchester Counties	\$12.00	\$10.00	\$13.00 (12/31/19)	\$10.85 (12/31/19)
Service Employees New York City (11 or more EEs)	\$15.00	\$12.50	None	None
Service Employees New York City (10 or less EEs)	\$13.50	\$11.25	\$15.00 (12/31/19)	\$12.50 (12/31/19)
Food Service Workers New York (other than New York City and Nassau, Suffolk, Westchester Counties)	\$11.10	\$7.50	\$11.80 (12/31/19)	\$7.85 (12/31/19)
Food Service Workers New York - Nassau, Suffolk, Westchester Counties	\$12.00	\$8.00	\$13.00 (12/31/19)	\$8.65 (12/31/19)
Food Service Workers New York City (11 or more EEs)	\$15.00	\$10.00	None	None
Food Service Workers New York City (10 or more EEs)	\$13.50	\$9.00	\$15.00 (12/31/19)	\$10.00 (12/31/19)

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State / Local	Current Minimum Wage Per Hour	Current Tipped Employee Cash Wage Per Hour	Next Scheduled Increase Minimum Wage Per Hour	Next Scheduled Increase Tipped Employee Cash Wage Per Hour
Building Service Employees New York - Nassau, Suffolk, Westchester Counties	\$12.00	\$12.00	\$13.00 (12/31/19)	\$13.00 (12/31/19)
Building Service Employees New York City (11 or more EEs)	\$15.00	\$15.00	None	None
Building Service Employees New York City (10 or less EEs)	\$13.50	\$13.50	\$15.00 (12/31/19)	\$15.00 (12/31/19)
North Carolina	\$7.25	\$2.13	None	None
North Dakota	\$7.25	\$4.86	None	None
Northern Mariana Islands	\$7.25	\$2.13	None	None
Ohio	\$8.55	\$4.30	\$8.70 (1/1/20)	\$4.35 (1/1/20)
Oklahoma	\$7.25	\$2.13	None	None
Oregon	\$11.25	\$11.25	\$12.00 (7/1/20)	\$12.00 (7/1/20)
Oregon - Portland, Urban Growth Boundary	\$12.50	\$12.50	\$13.25 (7/1/20)	\$13.25 (7/1/20)
Oregon - Non-Urban Counties	\$11.00	\$11.00	\$11.50 (7/1/20)	\$11.50 (7/1/20)
Pennsylvania	\$7.25	\$2.83	None	None
Puerto Rico (employers covered under the FLSA)	\$7.25	\$2.13	None	None
Puerto Rico (employers not covered under FLSA)	\$6.55	\$2.13	None	None
Puerto Rico (employees exempt from minimum wage law)	\$5.08	\$2.13	None	None
Rhode Island	\$10.50	\$3.89	None	None
South Carolina	\$7.25	\$2.13	None	None
South Dakota	\$9.10	\$4.55	\$9.30 (1/1/20)	\$4.65 (1/1/20)

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State / Local	Current Minimum Wage Per Hour	Current Tipped Employee Cash Wage Per Hour	Next Scheduled Increase Minimum Wage Per Hour	Next Scheduled Increase Tipped Employee Cash Wage Per Hour
Tennessee	\$7.25	\$2.13	None	None
Texas	\$7.25	\$2.13	None	None
U.S. Virgin Islands	\$10.50	\$4.20	Indexed for inflation (6/1/20)	Indexed for inflation (6/1/20)
Utah	\$7.25	\$2.13	None	None
Vermont	\$10.77	\$5.39	\$10.96 (1/1/20)	\$5.48 (1/1/20)
Virginia	\$7.25	\$2.13	None	None
Washington	\$12.00	\$12.00	\$13.50 (1/1/20)	\$13.50 (1/1/20)
Seattle (employs more than 500 EEs)	\$16.00	\$16.00	\$16.39 (1/1/20)	\$16.39 (1/1/20)
Seattle (employs 500 or less EEs and EE does not receive tips or health-care benefits)	\$15.00	\$15.00	\$15.75 (1/1/20)	\$15.75 (1/1/20)
Seattle (employs 500 or less EEs and EE does receive tips and/or health-care benefits – total compensation must equal at least minimum wage for employers of 500 or less EEs)	\$12.00	\$12.00	\$13.50 (1/1/20)	\$13.50 (1/1/20)
SeaTac (employees other than Hospitality and Transportation EEs)	\$12.00	\$12.00	\$13.50 (1/1/20)	\$13.50 (1/1/20)
SeaTac (Hospitality and Transportation EEs)	\$16.09	\$16.09	\$16.34 (1/1/20)	\$16.34 (1/1/20)
Tacoma	\$12.35	\$12.35	\$13.50 (1/1/20)	\$13.50 (1/1/20)
West Virginia	\$8.75	\$2.63	None	None
Wisconsin	\$7.25	\$2.33	None	None
Wyoming	\$7.25	\$2.13	None	None

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