



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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|--|-------------------------------|--|---|--|
| 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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ADP Compliance Resources

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