



2020 MINIMUM WAGE RATE BY STATE

The table below provides a high-level summary of minimum wage rates by state and important provisions that regulate how these rates apply.

State	2020 Rate	Effective	Tip Rate/Notes
Alabama	\$7.25	Already in effect	No state minimum wage rate. The federal rate applies.
Alaska	\$10.19	Jan. 1, 2020	Tips do not count toward the minimum wage.
Arizona	\$12.00	Jan. 1, 2020	<\$3.00 minimum wage rate for tipped employees.
Arkansas	\$10.00	Jan. 1, 2020	\$2.63 for tipped employees. The state rate applies to employers with 4+ employees.
California	\$13.00/ \$12.00	Jan. 1, 2020	The rate depends on employer size: <ul style="list-style-type: none"> • \$13.00 for employers w/ 26+ employees • \$12.00 for employers w/ <25 employees
Colorado	\$12.00	Jan. 1, 2020	\$8.98 for tipped employees.
Connecticut	\$12.00	Sep. 1, 2020	36.8% gratuity allowance for waitpersons & 18.5% for bartenders.
Delaware	\$9.25	Already in effect	\$2.23 for tipped employees.
D.C.	\$15.00	July 1, 2020	\$5.00 for tipped employees.
Florida	\$8.56	Jan. 1, 2020	\$5.54 for tipped employees.
Georgia	\$5.15	Already in effect	The \$5.15 rate applies only to workers not covered by the FLSA.
Hawaii	\$10.10	Already in effect	\$9.35 for tipped employees.
Idaho	\$7.25	Already in effect	\$3.35 for tipped employees.
Illinois	\$9.25	Jan. 1, 2020	The rate applies to employers with 4+ employees. Tip credit cannot exceed 40% of the applicable minimum wage. <ul style="list-style-type: none"> • \$5.55 for tipped employees on Jan. 1, 2020 • \$6.00 for tipped employees on July 1, 2020
	\$10.00	July 1, 2020	
Indiana	\$7.25	Already in effect	\$2.13 for tipped employees.
Iowa	\$7.25	Already in effect	\$4.35 for tipped employees.
Kansas	\$7.25	Already in effect	\$2.13 for tipped employees.
Kentucky	\$7.25	Already in effect	\$2.13 for tipped employees.
Louisiana	\$7.25	Already in effect	No state minimum wage rate. The federal rate applies.
Maine	\$12.00	Jan. 1, 2020	\$6.00 for tipped employees.
Maryland	\$11.00	Jan. 1, 2020	\$3.63 for tipped employees.
Massachusetts	\$12.75	Jan. 1, 2020	\$4.95 for tipped employees.
Michigan	\$9.65	Jan. 1 2020	\$3.67 for tipped employees.



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Minnesota	\$10.00/ \$8.15	Jan. 1, 2020	No tip credit allowed. The higher rate applies to large employers (\$500,000+ in annual gross revenue). The \$8.15 rate applies to: <ul style="list-style-type: none"> • Small employers • Employees <18 years of age • Employees <20 years of age, during their first 90 days of work
Mississippi	\$7.25	Already in effect	No state minimum wage rate. The federal rate applies.
Missouri	\$9.45	Jan. 1, 2020	\$4.725 (half the current minimum rate) for tipped employees.
Montana	\$8.65/ \$4.00	Jan. 1, 2020	No tip credit, meal credit or training wage allowed. The lower rate applies to businesses with gross annual sales of \$110,000 or less.
Nebraska	\$9.00	Already in effect	\$2.13 for tipped employees.
Nevada	\$9.00/ \$8.00	July 1, 2020	The \$9.00 rate applies to employees without health benefits. No tip credit is allowed.
New Hampshire	\$7.25	Already in effect	Tipped employees must receive 45% of the applicable rate.
New Jersey	\$11.00	Jan. 1, 2020	The state rate applies to employers with 6+ employees. The following rates also apply: <ul style="list-style-type: none"> • \$10.30 for agricultural & seasonal employees • \$3.13 for tipped employees
New Mexico	\$9.00	Jan. 1, 2020	\$2.35 for tipped employees.
New York	\$15.00 / \$13.00 / \$11.80	Dec. 31. 2019	The minimum wage rate varies by location & industry: <ul style="list-style-type: none"> • \$15.00 for employees in NYC • \$13.75 for fast food workers outside of NYC • \$13.00 for employees in Nassau, Suffolk, Westchester counties • \$11.80 for employees outside of Nassau, Suffolk, Westchester counties and who are not fast food workers The minimum wage rate for tipped food service workers in NY also varies by location: <ul style="list-style-type: none"> • \$10.00 in NYC • \$8.65 in Long Island and Westchester • \$7.85 in the rest of the state Visit the New York Department of Labor website for more information.
North Carolina	\$7.25	Already in effect	\$2.13 for tipped employees.
North Dakota	\$7.25	Already in effect	\$4.86 for tipped employees.



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Ohio	\$8.70/ \$7.25	Jan. 1, 2020	\$4.35 for tipped employees. The lower rate applies to employers with annual gross receipts of \$319,000 or less.
Oklahoma	\$7.25/ \$2.00	Already in effect	The higher rate applies to employers with 10+ full-time employees at any one location and employers with annual gross sales over \$100,000; all other employees not covered by the FLSA are subject to state minimum wage of \$2.00 per hour.
Oregon	\$12.00	July 1, 2020	No tip credit allowed. The following minimum wage rates also apply:
Pennsylvania	\$7.25	Already in effect	\$2.83 for tipped employees.
Rhode Island	\$10.50	Already in effect	\$3.89 for tipped employees.
South Carolina	\$7.25	Already in effect	No state minimum wage rate. The federal rate applies.
South Dakota	\$9.30	Jan. 1, 2020	\$4.65 for tipped employees.
Tennessee	\$7.25	Already in effect	No state minimum wage rate. The federal rate applies.
Texas	\$7.25	Already in effect	\$2.13 for tipped employees.
Utah	\$7.25	Already in effect	\$2.13 for tipped employees.
Vermont	\$10.96	Jan. 1, 2020	\$5.48 for tipped employees.
Virginia	\$7.25	Already in effect	\$2.13 for tipped employees.
Washington	\$13.50	Jan. 1, 2020	No tip credit allowed.
West Virginia	\$8.75	Already in effect	The state rate applies to employers with 6+ employees. Employers can take a tip credit of up to 70% of the state rate.
Wisconsin	\$7.25	Already in effect	\$2.33 for tipped employees.
Wyoming	\$5.15	Already in effect	\$2.13 for tipped employees. The \$7.25 federal rate applies to employers covered by the FLSA.

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