

CURRENT AND FUTURE STATE WAGE RATES

FOR STATE MINIMUM WAGE AND TIPPED EMPLOYEES

December 2020



2020-2021 State Minimum and Tipped Wage Rates

Current rate and planned increases (**Unless otherwise noted**)

STATE/ LOCALITY	TIPPED WAGE	MINIMUM WAGE	EFFECTIVE DATES	NOTES
Alabama	\$2.13	\$7.25	Current	Alabama has no state minimum wage law; federal law applies.
Alaska	\$10.19 \$10.34	\$10.19 \$10.34	Current 1/1/2021	Voters passed a ballot initiative in 2014 that requires the rate to be adjusted annually for inflation.
Arizona	\$9.00 \$9.15	\$12.00 \$12.15	Current 1/1/2021	In November 2016, Arizona voters approved a ballot initiative that would take the state's wage to \$12 by 2020. Annual indexing will begin in 2021. Arizona's tip credit is \$3.00.
Flagstaff, AZ	\$10.00 \$12.00 \$13.00	\$13.00 \$15.00 \$15.50	Current 1/1/2021 1/1/2022	Indexed to inflation effective January 1, 2023 and rounded to the nearest \$0.05. Tipped minimum wage will be incrementally increased as follows: \$2 less than the minimum wage effective January 1, 2023, \$1.50 less than the minimum wage effective January 1, 2024, \$1 less than the minimum wage effective January 1, 2025. Effective January 1, 2026, the tipped minimum wage will not be less than the set minimum wage.
Arkansas	\$2.63 \$2.63	\$10.00 \$11.00	Current 1/1/2021	Arkansas's cash wage is frozen at \$2.63. In November 2018, voters approved a series of annual minimum wage increases with the wage reaching \$11.00 by 2021.
California	\$13.00 \$14.00 \$15.00	\$13.00 \$14.00 \$15.00	Current 1/1/2021 1/1/2022	In 2016, California enacted a phased plan to reach \$15 by 2022. Businesses with 25 or fewer employees are required to pay \$1 less, and will have an extra year to reach \$15. The wage will be indexed to inflation starting January 1, 2023. California allows no tip credit.
Alameda, CA	\$15.00 \$15.00	\$15.00 \$15.00	Current 7/1/2021	Starting in 2022, the wage will be indexed to inflation.
Belmont, CA	\$15.00 \$15.90	\$15.00 \$15.90	Current 1/1/2021	Beginning in January 2022, the city minimum wage will increase by the percentage growth of the Regional CPI increase, capped at 3.5%.
Berkeley, CA	\$16.07 \$16.22*	\$16.07 \$16.22*	Current 7/1/2021	Beginning on July 1, 2019, and thereafter on the July 1 of each year, the minimum wage shall increase by an amount corresponding to the prior calendar year's increase, if any, in the Consumer Price Index for urban wage earners and clerical workers. *Estimate based on year-over-year change in the October 2020 CPI-W for the San Francisco-Oakland-Hayward MSA. This is subject to change.

While we believe this to be an accurate interpretation of state labor laws, this information should not be taken as legal advice, nor should it be a substitute for the independent advice of counsel. In cases involving local wage and hour laws, we suggest employers seek out local counsel.

Prepared for the Employment Policies Institute. Revised December 2020.

2020-2021 State Minimum and Tipped Wage Rates

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STATE/ LOCALITY	TIPPED WAGE	MINIMUM WAGE	EFFECTIVE DATES	NOTES
Burlingame, CA	\$13.00 \$15.00	\$13.00 \$15.00	Current 1/1/2021	In 2020, businesses with 26+ employees paid a \$13 minimum wage, while businesses with 25 or fewer employees paid \$12. Starting in 2021, all businesses will pay the same minimum wage, which will be indexed for inflation starting in 2022.
Cupertino, CA	\$15.35 \$15.65 \$16.00 \$16.40	\$15.35 \$15.65 \$16.00 \$16.40	Current 1/1/2021 1/1/2022 1/1/2023	After 2020, minimum wages are estimates based on the historical CPI-W in Bay Area Statistical Area. Estimates provided by city.
Daly City, CA	\$13.75 \$15.00	\$13.75 \$15.00	Current 1/1/2021	In 2019, the City Council of Daly City voted to increase the minimum wage to \$15.00 by 2021. After 2021, the minimum wage will be adjusted based on the Regional Consumer Price Index.
El Cerrito, CA	\$15.37 \$15.61	\$15.37 \$15.61	Current 1/1/2021	El Cerrito's minimum wage rate is adjusted annually based on the local CPI.
Emeryville, CA	\$16.84 \$17.00*	\$16.84 \$17.00*	Current 7/1/2021	Emeryville's wage rates will increase annually, with Large Business (56+) minimum wage rates adjusted for inflation every July 1 based on the annual increase in the local CPI (Urban and Clerical Workers/San Francisco-Oakland-San Jose Area). Small Business (55 or fewer) minimum wage rates will increase in increments until 2019, at which point the Small Business minimum wage rate will match the Large Business minimum wage rate and both will be increased every July 1 by the local CPI. *Estimate based on year-over-year change in the October 2020 CPI-W for the San Francisco-Oakland-Hayward MSA. This is subject to change.
Fremont, CA	26+ employees \$15.00 \$15.14* 25 or fewer employees \$13.50 \$15.00	26+ employees \$15.00 \$15.14* 25 or fewer employees \$13.50 \$15.00	Current 7/1/2021 Current 7/1/2021	In February 2019, Fremont City Council approved a new minimum wage ordinance to raise the city's minimum wage to \$15 by 2020. Beginning 2021, the wage will be adjusted by the local consumer price index. Beginning in 2022, the small employers' minimum wage will be tied to that of large employers. *Estimate based on year-over-year change in the October 2020 CPI-W for the San Francisco-Oakland-Hayward MSA. This is subject to change.
Half Moon Bay, CA	26+ employees \$13.00 \$15.00 25 or fewer employees \$12.00 \$15.00	26+ employees \$13.00 \$15.00 25 or fewer employees \$12.00 \$15.00	Current 1/1/2021 Current 1/1/2021	In February 2020, Half Moon Bay City Council voted to increase both its large and small employer minimum wage to \$15 in 2021. Starting January 2022, minimum wage will be indexed to the CPI annually.
Hayward, CA	26+ employees \$13.00 \$15.00 25 or fewer employees \$12.00 \$14.00 \$14 + CPI \$15.00	26+ employees \$13.00 \$15.00 25 or fewer employees \$12.00 \$14.00 \$14 + CPI \$15.00	Current 1/1/2021 Current 1/1/2021 1/1/2022 1/1/2023	The increases for large and small employers were delayed to January 1, 2021 due to the pandemic. For large employers, Hayward will raise the minimum wage by the CPI-W for the San Francisco-Oakland-Hayward region, beginning in 2022. For smaller employers, Hayward will raise the minimum wage by the CPI in 2022, and then raise it again to \$15 in 2023.
Los Altos, CA	\$15.40 \$15.65	\$15.40 \$15.65	Current 1/1/2021	Beginning January 1, 2020 the minimum wage will be indexed to inflation.

2020-2021 State Minimum and Tipped Wage Rates

Current rate and planned increases (Unless otherwise noted)

STATE/ LOCALITY	TIPPED WAGE	MINIMUM WAGE	EFFECTIVE DATES	NOTES
Los Angeles (city), CA	26+ employees \$15.00 \$15.00	26+ employees \$15.00 \$15.00	Current 7/1/2021	Beginning July 1, 2022, the city will index the minimum wage to inflation.
	25 or fewer employees \$14.25 \$15.00	25 or fewer employees \$14.25 \$15.00	Current 7/1/2021	
Los Angeles (county), CA	26+ employees \$15.00 \$15.00	26+ employees \$15.00 \$15.00	Current 7/1/2021	Los Angeles County passed an identical minimum wage to the city. Beginning July 1, 2022, the city will index the minimum wage to inflation.
	25 or fewer employees \$14.25 \$15.00	25 or fewer employees \$14.25 \$15.00	Current 7/1/2021	
Malibu, CA	26+ employees \$15.00 \$15.00	26+ employees \$15.00 \$15.00	Current 7/1/2021	Malibu voted to raise the minimum wage to \$15 by mid-2020 for businesses with more than 25 employees by 2020, with smaller businesses catching up in 2021. Beginning January 1, 2022, the minimum wage for all employers will be the same, adjusted according to the CPI.
	25 or fewer employees \$14.25 \$15.00	25 or fewer employees \$14.25 \$15.00	Current 7/1/2021	
Menlo Park, CA	\$15.00 \$15.25	\$15.00 \$15.25	Current 1/1/2021	The local minimum wage ordinance provides for annual inflation adjustments in January of each year, capped at 3%. On January 1, 2021, the City's local minimum wage will adjust for inflation as measured by the CPI-W for the San Francisco-Oakland-Hayward area.
Milpitas, CA	\$15.40 \$15.54*	\$15.40 \$15.54*	Current 7/1/2021	On February 21, 2017, the Milpitas City Council adopted Ordinance No. 292 to establish a citywide minimum wage. Beginning July 1, 2020 annual increases will be subject to inflation. *Estimate based on year-over-year change in the October 2020 CPI-W for the San Francisco-Oakland-Hayward MSA. This is subject to change.
Mountain View, CA	\$16.05 \$16.30	\$16.05 \$16.30	Current 1/1/2021	Beginning January 1, 2019 annual minimum wage increases are indexed to inflation, based on the regional CPI.
Novato, CA	100+ employees \$15.00 \$15.24	100+ employees \$15.00 \$15.24	Current 1/1/2021	The Novato City Council adopted Ordinance 1653 at their meeting of October 8, 2019. Ordinance 1653 includes an accelerated schedule, with a minimum wage of \$15 per hour reached in 2022 for all employees in Novato. Once the minimum wage reaches \$15 per hour, the rate will be adjusted based on CPI-W for the San Francisco-Oakland-Hayward Consolidated MSA or its successor index which is published by the Department of Labor, capped at 3.5%.
	26-99 employees \$14.00 \$15.00	26-99 employees \$14.00 \$15.00	Current 1/1/2021	
	25 or fewer employees \$13.00 \$14.00 \$15.00	25 or fewer employees \$13.00 \$14.00 \$15.00	Current 1/1/2021 1/1/2022	
Oakland, CA	\$14.14 \$14.36	\$14.14 \$14.36	Current 1/1/2021	Oakland will observe indexed increases yearly on January 1 utilizing regional CPI data.

2020-2021 State Minimum and Tipped Wage Rates

Current rate and planned increases (Unless otherwise noted)

STATE/ LOCALITY	TIPPED WAGE	MINIMUM WAGE	EFFECTIVE DATES	NOTES
Pasadena, CA	26+ employees \$15.00 \$15.10* 25 or fewer employees \$14.25 \$15.00	26+ employees \$15.00 \$15.10* 25 or fewer employees \$14.25 \$15.00	Current 7/1/2021 Current 7/1/2021	In 2019, the Pasadena City Council approved a resolution to increase the city's minimum wage to \$15 by 2021. After that, the minimum wage will be adjusted by an amount that's equal to the change in consumer price index. *Estimate based on year-over-year change in the October 2020 CPI-U for the Los Angeles-Long Beach-Anaheim MSA. This is subject to change.
Palo Alto, CA	\$15.40 \$15.65	\$15.40 \$15.65	Current 1/1/2021	Covered employers must pay the hourly minimum wage rate to each employee who performs two hours or more of work per week in Palo Alto. Beginning January 1, 2020 the minimum wage will be indexed to inflation.
Petaluma, CA	26+ employees \$15.00 \$15.20 25 or fewer employees \$14.00 \$15.20	26+ employees \$15.00 \$15.20 25 or fewer employees \$14.00 \$15.20	Current 1/1/2021 Current 1/1/2021	In 2019, the Petaluma City Council voted to increase the minimum wage \$15 per hour starting in 2020 for large businesses (26 or more employees), and will then enact the rate citywide a year later in 2021. Smaller employers (25 or less employees) will be phased in starting with a \$14 minimum in 2020, and will be required to pay the regular minimum wage starting in 2021. Annually after January 1, 2021, the citywide minimum wage will be adjusted based on the CPI-W for the San Francisco-Oakland-Hayward MSA.
Redwood City, CA	\$15.38 \$15.62	\$15.38 \$15.62	Current 1/1/2021	Beginning January 1, 2020, the wage will be \$15.00 plus the change in the Consumer Price Index. The city will return to indexing on January 1, 2021.
Richmond, CA	\$15.00 \$15.21	\$15.00 \$15.21	Current 1/1/2021	Beginning January 1, 2020 the minimum wage will be indexed to inflation. Employers who provide benefits pay a lower minimum wage, \$13.50 (current) and \$13.71 (January 1, 2021).
San Carlos, CA	\$13.00 \$15.24	\$13.00 \$15.24	Current 1/1/2021	The city currently requires the state minimum for large (\$13.00) and small (\$12.00) employers. In January 2021, the rate will increase to \$15, plus a percentage equal to the CPI change from August 2019-2020. Beginning in 2022, the minimum wage will be adjusted annually to reflect percentage increases in the regional CPI, capped at 3.5%.
San Diego, CA	\$13.00 \$14.00	\$13.00 \$14.00	Current 1/1/2021	Beginning January 1, 2019 minimum wage increases will be indexed to inflation. The higher wage between San Diego's minimum wage and California's statewide minimum wage will be implemented.
San Francisco, CA	\$16.07 \$16.22*	\$16.07 \$16.22*	Current 7/1/2021	San Francisco has had an indexed minimum wage since 2004. In 2014, the city's voters passed a \$15.00 minimum wage ballot initiative that will be phased in by July 2018. San Francisco will go back to indexing its minimum wage to local inflation rates in July 2019. State law allows no tip credit. *Estimate based on year-over-year change in the October 2020 CPI-W for the San Francisco-Oakland-Hayward MSA. This is subject to change.
South San Francisco, CA	\$15.00 \$15.24	\$15.00 \$15.24	Current 1/1/2021	Starting January 1, 2020, South San Francisco will move from following the state minimum wage and adopt the wage schedule approved by its city council. The City's ordinance will apply to all businesses regardless of size and type of business.
San Jose, CA	\$15.25 \$15.45	\$15.25 \$15.45	Current 1/1/2021	Beginning January 1, 2020 annual increases will be indexed to inflation.
San Leandro, CA	\$15.00	\$15.00	Current	These rates apply to all businesses or non-profits in San Leandro, regardless of number of employees.

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STATE/ LOCALITY	TIPPED WAGE	MINIMUM WAGE	EFFECTIVE DATES	NOTES
San Mateo, CA	\$15.38 \$15.62	\$15.38 \$15.62	Current 1/1/2021	Beginning January 1, 2020 increases will be indexed to inflation.
Santa Clara, CA	\$15.40 \$15.65	\$15.40 \$15.65	Current 1/1/2021	Beginning January 1, 2020 increases will be indexed to inflation.
Santa Monica, CA	26+ employees \$15.00 \$15.00 25 or fewer employees \$14.25 \$15.00	26+ employees \$15.00 \$15.00 25 or fewer employees \$14.25 \$15.00	Current 7/1/2021 Current 7/1/2021	Limited exemptions apply for employees subject to a collective bargaining agreement.
Santa Rosa, CA	26+ employees \$15.00 \$15.20 25 or fewer employees \$14.00 \$15.20	26+ employees \$15.00 \$15.20 25 or fewer employees \$14.00 \$15.20	Current 1/1/2021 Current 1/1/2021	In 2019, the Santa Rosa City Council voted to raise the city minimum wage to \$15 for businesses with more than 25 employees by July 1 and, for smaller employers, \$14 by July 1 and \$15 + CPI by 2021. After reaching \$15, the local minimum wage would then be adjusted according to the CPI-W in the Bay Area.
Sonoma, CA	26+ employees \$13.50 \$15.00 \$16.00 \$17.00 25 or fewer employees \$12.50 \$14.00 \$15.00 \$16.00	26+ employees \$13.50 \$15.00 \$16.00 \$17.00 25 or fewer employees \$12.50 \$14.00 \$15.00 \$16.00	Current 1/1/2021 1/1/2022 1/1/2023 Current 1/1/2021 1/1/2022 1/1/2023	In 2019, the Sonoma City Council passed a local minimum wage ordinance to increase the city's minimum wage. Starting in 2024, the city will raise large and small employers' minimum wages by either 3.5% annually or by an index set by a separate council resolution, whichever is less.
Sunnyvale, CA	\$16.05 \$16.30	\$16.05 \$16.30	Current 1/1/2021	Beginning January 1, 2019 minimum wage increases will be indexed to inflation.
Colorado	\$8.98 \$9.30	\$12.00 \$12.32	Current 1/1/2021	Annual indexing will begin in 2021. Colorado's tip credit is \$3.02.
Denver, CO	\$9.83 \$11.75 \$12.85	\$12.85 \$14.77 \$15.87	Current 1/1/2021 1/1/2022	Minimum wage increases after 2022 will be indexed to CPI. The state tip credit in Colorado is \$3.02.
Connecticut	\$8.23 \$8.23 \$8.23 \$8.23	\$12.00 \$13.00 \$14.00 \$15.00	Current 8/1/2021 7/1/2022 6/1/2023	In May 2019, Connecticut's governor approved an increase in the state's minimum wage to \$15 an hour by 2023. The tipped wage for bartenders is \$8.23, and \$6.38 for restaurant workers.
Delaware	\$2.23	\$9.25	Current	Delaware's tipped wage is frozen at \$2.23.
District of Columbia	\$5.00 \$5.06*	\$15.00 \$15.19*	Current 7/1/2020	Beginning July 1, 2021, the wage will be indexed to inflation. *Estimate based on year-over-year change in the September 2020 CPI-U for the Washington-Arlington-Alexandria MSA. This is subject to change.

2020-2021 State Minimum and Tipped Wage Rates

Current rate and planned increases (Unless otherwise noted)

STATE/ LOCALITY	TIPPED WAGE	MINIMUM WAGE	EFFECTIVE DATES	NOTES
Florida	\$5.54 \$5.63 \$6.98 \$7.98 \$8.98 \$9.98 \$10.98 \$11.98	\$8.56 \$8.65 \$10.00 \$11.00 \$12.00 \$13.00 \$14.00 \$15.00	Current 1/1/2021 9/30/2021 9/30/2022 9/30/2023 9/30/2024 9/30/2025 9/30/2026	On November 3, 2020 voters approved an increase in the Florida minimum wage to \$15 by 2026. On January 1, 2021 the minimum wage will rise to \$8.65 per the Consumer Price Index for the South Region percentage increase. On September 30, 2021, the wage will be raised to \$10. Florida's tip credit remains unchanged at \$3.02.
Georgia	\$2.13	\$7.25	Current	Georgia's minimum wage law currently stands at \$5.15 and excludes employees covered by the Fair Labor Standard Act (FLSA); therefore federal law on cash and tipped wage (\$2.13) applies.
Hawaii	\$9.35	\$10.10	Current	To take a tip credit, the combined amount the employee receives from the employer and tips must be at least \$7.00 more than the applicable minimum wage.
Idaho	\$3.35	\$7.25	Current	Idaho's cash wage is frozen at \$3.35.
Illinois	\$6.00 \$6.60 \$7.20 \$7.80 \$8.40 \$9.00	\$10.00 \$11.00 \$12.00 \$13.00 \$14.00 \$15.00	Current 1/1/2021 1/1/2022 1/1/2023 1/1/2024 1/1/2025	In February 2019, Illinois approved an increase to \$15 per hour by 2025. Illinois' tip credit cannot exceed 40% of the applicable minimum wage.
Chicago, IL	21+ employees \$8.40 \$9.00 4-20 employees \$8.10 \$8.40 \$8.70 \$9.00	21+ employees \$14.00 \$15.00 4-20 employees \$13.50 \$14.00 \$14.50 \$15.00	Current 7/1/2021 Current 7/1/2021 7/1/2022 7/1/2023	Chicago's minimum wage will reach \$15.00 an hour four years before the rest of the state. After the minimum wage reaches \$15.00 an hour in 2021, the wage will increase annually as measured by CPI. The tipped minimum is set at 60% of the regular minimum wage. In 2024, employers with 4-20 workers will pay the same minimum wage as larger employers.
Cook County, IL	\$5.30 \$5.35*	\$13.00 \$13.13*	Current 7/1/2021	Future annual increases will be tied to the rate of inflation, capped at 2.5%. *Estimate based on year-over-year change in the October 2020 CPI-U for the Chicago-Naperville-Elgin MSA. This is subject to change.
Indiana	\$2.13	\$7.25	Current	Indiana's minimum wage law excludes FLSA employees; federal law on cash/tipped wage applies.
Iowa	\$4.35	\$7.25	Current	Iowa's tip credit is 40% of the applicable minimum wage.
Kansas	\$2.13	\$7.25	Current	Kansas' minimum wage law excludes FLSA employees; federal law on cash/tipped wage applies.
Kentucky	\$2.13	\$7.25	Current	Federal cash/tipped wage law applies in Kentucky.
Louisiana	\$2.13	\$7.25	Current	Louisiana has no state minimum wage law, therefore employers must pay the current federal minimum wage rate.
Maine	\$6.00 \$6.08	\$12.00 \$12.15	Current 1/1/2021	In 2021, the minimum wage will be indexed by inflation. In 2017, the legislature reinstated a tip credit which may not exceed 50% of the minimum hourly wage.

2020-2021 State Minimum and Tipped Wage Rates

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STATE/ LOCALITY	TIPPED WAGE	MINIMUM WAGE	EFFECTIVE DATES	NOTES
Portland, ME	\$6.00 \$6.08 \$6.50 \$7.00 \$7.50	\$12.00 \$12.15 \$13.00 \$14.00 \$15.00	Current 1/1/2021 1/1/2022 1/1/2023 1/1/2024	Starting in 2019, annual increases are indexed to inflation. Currently, the city follows state tipped wage law. On November 3, 2020 voters passed a plan to raise minimum wage to \$15 by 2024. The law also allows a maximum tip credit of 50% of the minimum wage, and requires time-and-a-half hazard pay during a declared state of emergency for all workers, including minimum wage earners.
Maryland	\$3.63 \$3.63 \$3.63 \$3.63 \$3.63 \$3.63	\$11.00 \$11.75 \$12.50 \$13.25 \$14.00 \$15.00	Current 1/1/2021 1/1/2022 1/1/2023 1/1/2024 1/1/2025	In March 2019, Maryland approved an increase to \$15 by 2025. The tipped wage will remain frozen at \$3.63. Businesses with fewer than 15 employees will have one extra year to reach \$15, reaching \$11.60 on January 1, 2021.
Montgomery County, MD	51+ employees \$4.00 \$4.00 10-50 employees \$4.00 \$4.00 \$4.00 \$4.00 Fewer than 10 employees \$4.00 \$4.00 \$4.00 \$4.00 \$4.00	51+ employees \$14.00 \$15.00 10-50 employees \$13.25 \$14.00 \$14.50 \$15.00 Fewer than 10 employees \$13.00 \$13.50 \$14.00 \$14.50 \$15.00	Current 7/1/2021 Current 7/1/2021 7/1/2022 7/1/2023 Current 7/1/2021 7/1/2022 7/1/2023 7/1/2024	On July 1, 2023 annual wage increases will be indexed to inflation, according to the CPI-W. Increases will be delayed one year for businesses with 50 or fewer employees. Rates for mid-sized and small employers will be increased annually by the CPI-W + up to 1% each year after reaching \$15, until they are equal to large employer rates.
Prince George's County, MD	\$3.63 \$3.63 \$3.63 \$3.63 \$3.63 \$3.63	\$11.50 \$11.75 \$12.50 \$13.25 \$14.00 \$15.00	Current 1/1/2021 1/1/2022 1/1/2023 1/1/2024 1/1/2025	After January 1, 2021, the MD state minimum wage will apply. State law applies for tipped wage.
Massachusetts	\$4.95 \$5.55 \$6.15 \$6.75	\$12.75 \$13.50 \$14.25 \$15.00	Current 1/1/2021 1/1/2022 1/1/2023	In June 2018, Massachusetts enacted a series of annual minimum wage increases. The state's minimum wage will reach \$15 an hour by 2023.
Michigan	\$3.67 \$3.75 \$3.84 \$3.93 \$4.01 \$4.10 \$4.20 \$4.29 \$4.39 \$4.48 \$4.58	\$9.65 \$9.87 \$10.10 \$10.33 \$10.56 \$10.80 \$11.04 \$11.29 \$11.54 \$11.79 \$12.05	Current 1/1/2021 1/1/2022 1/1/2023 1/1/2024 1/1/2025 1/1/2026 1/1/2027 1/1/2028 1/1/2029 1/1/2030	In 2018, the state passed legislation to reach \$12.05 minimum wage by 2030. Minimum wage increase does not take effect if Michigan's unemployment rate is 8.5% or greater. Michigan's tipped wage is 38% of the applicable minimum wage.
Minnesota	\$10.00 \$10.08	\$10.00 \$10.08	Current 1/1/2021	Businesses grossing less than \$500,000 annually pay a lower rate, \$8.15 (current) and \$8.21 (January 1, 2021).

2020-2021 State Minimum and Tipped Wage Rates

Current rate and planned increases *(Unless otherwise noted)*

STATE/ LOCALITY	TIPPED WAGE	MINIMUM WAGE	EFFECTIVE DATES	NOTES
Minneapolis, MN	101+ employees \$13.25 \$14.25 \$15.00	101+ employees \$13.25 \$14.25 \$15.00	Current 7/1/2021 7/1/2022	Large businesses with 100+ employees. No exception for tipped workers. Indexed to inflation on January 1, 2023. In 2024, minimum wage for small employers will equal that for large businesses.
	0-100 employees \$11.75 \$12.50 \$13.50 \$14.50	0-100 employees \$11.75 \$12.50 \$13.50 \$14.50	Current 7/1/2021 7/1/2022 7/1/2023	
Saint Paul, MN	10,001+ employees \$12.50 \$12.50 \$15.00	10,001+ employees \$12.50 \$12.50 \$15.00	Current 7/1/2021 7/1/2022	For macro businesses, the minimum wage will be inflation adjusted annually starting January 1, 2023. This will be considered the "city rate." For large businesses, minimum wage will equal the "city rate" beginning July 1, 2024. For small businesses, minimum wage will equal the "city rate" beginning July 1, 2026. For micro businesses, minimum wage will equal the "city rate" beginning July 1, 2028.
	101-10,000 employees \$11.50 \$12.50 \$13.50 \$15.00	101-10,000 employees \$11.50 \$12.50 \$13.50 \$15.00	Current 7/1/2021 7/1/2022 7/1/2023	
	6-100 employees \$10.00 \$11.00 \$12.00 \$13.00 \$14.00 \$15.00	6-100 employees \$10.00 \$11.00 \$12.00 \$13.00 \$14.00 \$15.00	Current 7/1/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2025	
	0-5 employees \$9.25 \$10.00 \$10.75 \$11.50 \$12.25 \$13.25 \$14.25 \$15.00	0-5 employees \$9.25 \$10.00 \$10.75 \$11.50 \$12.25 \$13.25 \$14.25 \$15.00	Current 7/1/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2025 7/1/2026 7/1/2027	
Mississippi	\$2.13	\$7.25	Current	Mississippi has no state minimum wage law, therefore the federal minimum applies.
Missouri	\$4.73 \$5.15 \$5.58 \$6.00	\$9.45 \$10.30 \$11.15 \$12.00	Current 1/1/2021 1/1/2022 1/1/2023	In November 2018, voters approved a series of annual minimum wage increases. The minimum wage will reach \$12.00 by 2023. Missouri's tipped wage is half its statewide minimum wage.
Montana	\$8.65 \$8.75	\$8.65 \$8.75	Current 1/1/2021	Montana's minimum wage is indexed annually according to the Consumer Price Index, and has no tip credit.
Nebraska	\$2.13	\$9.00	Current	Nebraska's tipped wage is frozen at \$2.13
Nevada	\$9.00 \$9.75 \$10.50 \$11.25 \$12.00	\$9.00 \$9.75 \$10.50 \$11.25 \$12.00	Current 7/1/2021 7/1/2022 7/1/2023 7/1/2024	In June 2019, Nevada's governor approved an increase in the state's minimum wage to \$12 an hour by 2024. Nevada does not allow for a tip credit. Employers providing health benefits pay \$1 less than the yearly minimum wage.
New Hampshire	\$3.26	\$7.25	Current	New Hampshire's tipped wage cannot be less than 45% of the applicable minimum wage. New Hampshire has no state minimum wage law, federal law applies.

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Current rate and planned increases (Unless otherwise noted)

STATE/ LOCALITY	TIPPED WAGE	MINIMUM WAGE	EFFECTIVE DATES	NOTES
New Jersey	\$3.13 \$4.13 \$5.13 \$5.13 \$5.13	\$11.00 \$12.00 \$13.00 \$14.00 \$15.00	Current 1/1/2021 1/1/2022 1/1/2023 1/1/2024	In January 2019, New Jersey approved an increase to \$15 per hour by 2024. The tipped wage will increase to \$5.13. Moving forward, the rate will increase based on the CPI or at least \$1, whichever is greater. (The rate will hit \$15 for most employers in 2024.) Also note that rates differ depending on employer type.
New Mexico	\$2.35 \$2.55 \$2.80 \$3.00	\$9.00 \$10.50 \$11.50 \$12.00	Current 1/1/2021 1/1/2022 1/1/2023	In April 2019, New Mexico approved an increase to \$12 by 2023. New Mexico's cash wage will increase to \$3 by 2023 under SB 437, but the cash wage plus tips must equal the applicable minimum wage in order for the reduced wage to be paid.
Albuquerque, NM	\$5.60 \$6.30	\$9.35 \$10.50	Current 1/1/2021	Beginning in 2014, Albuquerque will increase the minimum wage annually based on the increase in cost of living, and rounded to the nearest 5 cents. This is calculated using the CPI-U, US City Average for All Items. The tipped minimum is 60% of the adjusted minimum wage, rounded to the nearest 5 cents. This rate reflects employers who do not provide benefits over \$2,500. The city's effective minimum wage reflects the state rate for 2021, as a CPI increase alone would be below the required state minimum wage.
Bernalillo County, NM	\$2.35 \$2.55	\$9.20 \$9.35	Current 1/1/2021	State law requires that the cash wage and tips must equal the applicable minimum wage in order for the reduced wage to be paid. Beginning January 1, 2021 annual increases will be indexed to inflation. The effective minimum wage will be the state requirement of \$10.50, as the county's CPI increase will be below the state minimum wage.
Las Cruces, NM	\$4.10 \$4.20	\$10.25 \$10.50	Current 1/1/2021	Las Cruces allows a cash wage for tipped employees of 40% of the applicable minimum wage. Beginning January 1, 2020 the minimum wage will be indexed to inflation.
Santa Fe (city), NM	\$2.35 \$2.55*	\$12.10 \$12.26*	Current 3/1/2021	Santa Fe City's living wage corresponds to increases in the CPI-W. The city's tipped wage currently reflects the state tipped wage, as the 2020 rate was below the state requirement. *Estimate based on year-over-year change in the October 2020 CPI-W for the West Region. This is subject to change.
Santa Fe (county), NM	\$3.62 \$3.67*	\$12.10 \$12.26*	Current 3/1/2021	Santa Fe County's living wage corresponds to increases in the CPI-W. *Estimate based on year-over-year change in the October 2020 CPI-W for the West Region. This is subject to change.
New York	General \$7.85 \$8.35 Quick Service Employees Suffolk, Nassau, & Westchester Counties \$8.65 \$9.35 \$10.00	General \$11.80 \$12.50 Quick Service Employees 13.75 14.50 15.00 Suffolk, Nassau, & Westchester Counties \$13.00 \$14.00 \$15.00	Current 12/31/2020 Current 12/31/2020 7/1/2021 Current 12/31/2020 12/31/2021	This is the wage rate in effect for greater New York State. Starting in 2021, the annual increases will reflect increases in the Consumer Price Index, to be published by the NY Commissioner of Labor by October 1 of each year. New York state has a separate minimum wage for quick service "fast food" employees. Suffolk, Nassau, & Westchester Counties have their own minimum wage levels, which will increase until the regular minimum reaches \$15 and the tipped wage reaches \$10.

2020-2021 State Minimum and Tipped Wage Rates

Current rate and planned increases (Unless otherwise noted)

STATE/ LOCALITY	TIPPED WAGE	MINIMUM WAGE	EFFECTIVE DATES	NOTES
New York City, NY	\$10.00 \$10.00	\$15.00 \$15.00	Current 12/31/2020	On December 31, 2018, New York City businesses with 11 or more employees must pay \$15 an hour with a \$10 tipped wage.
North Carolina	\$2.13	\$7.25	Current	North Carolina's tipped wage is set at the federal amount of \$2.13.
North Dakota	\$4.86	\$7.25	Current	North Dakota's tip credit is 33% of the applicable minimum wage.
Ohio	\$4.35 \$4.40	\$8.70 \$8.80	Current 1/1/2021	Ohio's tip credit is 50% of the applicable minimum wage. For businesses with annual gross receipts of \$250,000 or less per year, the federal minimum wage applies. Annual increases based on change in the CPI-W U.S., city average, rounded to the nearest 5 cents.
Oklahoma	\$2.13	\$7.25	Current	Oklahoma's minimum wage law excludes FLSA employees; federal law on cash/tipped wage applies.
Oregon	Standard \$12.00 \$12.75 \$13.50 Non-Urban Counties \$11.50 \$12.00 \$12.50 Portland metro \$13.25 \$14.00 \$14.75	Standard \$12.00 \$12.75 \$13.50 Non-Urban Counties \$11.50 \$12.00 \$12.50 Portland metro \$13.25 \$14.00 \$14.75	Current 7/1/2021 7/1/2022 Current 7/1/2021 7/1/2022 Current 7/1/2021 7/1/2022	In 2016, Oregon passed a three-tiered wage hike. The wage represented is the "standard" wage. Oregon has no tip credit. Starting in 2023, the standard minimum wage will be adjusted annually to account for inflation.
Pennsylvania	\$2.83	\$7.25	Current	Pennsylvania's tipped wage is frozen at \$2.83.
Puerto Rico	\$2.13	\$7.25	Current	Employers not covered by the Fair Labor Standards Act will be subject to a minimum wage that is at least 70 percent of the federal minimum wage or the applicable mandatory decree rate, whichever is higher. The Secretary of Labor and Human Resources may authorize a rate based on a lower percentage for any employer who can show that implementation of the 70 percent rate would substantially curtail employment in that business.
Rhode Island	\$3.89	\$11.50	Current	Rhode Island's definition of tipped employees includes bussers.
South Carolina	\$2.13	\$7.25	Current	South Carolina has no state minimum wage law; federal law applies.
South Dakota	\$4.65 \$4.73	\$9.30 \$9.45	Current 1/1/2021	South Dakota's tip credit is 50% the minimum wage. Annual increases based on the percentage change in the CPI, rounded to the nearest 5 cents.
Tennessee	\$2.13	\$7.25	Current	Tennessee has no state minimum wage law; federal law applies.
Texas	\$2.13	\$7.25	Current	Texas's minimum wage law excludes FLSA employees; federal law on cash/tipped wage applies.
Utah	\$2.13	\$7.25	Current	Utah requires a cash wage higher than the Federal requirement, but the higher wage does not apply to employers covered by the FLSA.
Vermont	\$5.48 \$5.88 \$6.28	\$10.96 \$11.75 \$12.55	Current 1/1/2021 1/1/2022	Vermont will return to the practice of indexing the minimum wage to inflation beginning in 2019. Vermont's indexing rate is capped at 5%.

2020-2021 State Minimum and Tipped Wage Rates

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STATE/ LOCALITY	TIPPED WAGE	MINIMUM WAGE	EFFECTIVE DATES	NOTES
Virginia	\$2.13 \$2.13 \$2.13 \$2.13	\$7.25 \$9.50 \$11.00 \$12.00	Current 5/1/2021 1/1/2022 1/1/2023	Up through 2020, Virginia's minimum wage law excluded FLSA employees; federal law on cash/tipped wage applied. For the state to reach \$15 by 2026, the General Assembly must reenact the scheduled raises for 2025 and 2026 by July 1, 2024. Otherwise, the state minimum wage will be increased after 2023 according to the CPI.
Washington	\$13.50 \$13.69	\$13.50 \$13.69	Current 1/1/2021	Washington indexes its minimum wage each year, and allows no tip credit.
SeaTac, WA	\$16.34 \$16.57	\$16.34 \$16.57	Current 1/1/2021	SeaTac's current minimum wage law applies to businesses outside but not within the airport. Annual minimum wage increases indexed to inflation occur on January 1.
Seattle, WA	501+ employees \$16.39 \$16.69 500 or fewer employees \$13.50 \$15.00	501+ employees \$16.39 \$16.69 500 or fewer employees \$15.75 \$16.69	Current 1/1/2021 Current 1/1/2021	Beginning in 2019, all large employers pay the same minimum wage regardless of payments toward an employee's medical benefits. Seattle splits up employers into Schedule 1 (501+) and Schedule 2 (500 or less), but it also classifies small franchisees of chain restaurants as "Schedule 1". Annual indexing begins after the 2018 scheduled increase. These numbers represent the minimum wage requirement for employers that do not pay into medical benefits or employees do not receive tips. To be eligible for the tipped wage level, employers must have employees that make \$2.25/hour (current) or \$1.69/hour (2021) in tips. Likewise, employers who do not pay \$2.25/hour (current) or \$1.69/hour (2021) in medical benefits must pay the full minimum wage.
Tacoma, WA	\$13.50 \$13.69	\$13.50 \$13.69	Current 1/1/2021	Beginning in 2019, the wage will be indexed to inflation.
West Virginia	\$2.62	\$8.75	Current	West Virginia's 2014 wage law removed an exemption for employees covered by the FLSA and adjusted the state's tip credit. West Virginia allows a 70% tip credit, provided employers can document the employee is receiving at least 70% the minimum wage in gratuities/credits.
Wisconsin	\$2.33	\$7.25	Current	Wisconsin's cash wage is frozen at \$2.33.
Wyoming	\$2.13	\$7.25	Current	Wyoming has no law on tipped wage; federal law applies.