

Employment Policies INSTITUTE

CURRENT AND FUTURE

STATE & LOCAL WAGE RATES

FOR MINIMUM WAGE AND TIPPED EMPLOYEES

2026-2027 Minimum and Tipped Wage Rates

Current rate and planned increases (Unless otherwise noted)

State/City	Employer Category	Date Effective	Tipped Wage	Minimum Wage	Notes
Alabama		Current	$2.13	$7.25	Alabama has no state minimum wage law, therefore the federal regular minimum wage ($7.25) and tipped minimum wage ($2.13) applies.
Alaska		Current 7/1/2027	$14.00 $15.00	$14.00 $15.00	Voters passed a ballot initiative in 2014 that requires the rate to be adjusted annually for inflation according to the Urban Alaska CPI-U. In November 2024, voters approved a ballot measure to raise the state's minimum wage to $15 per hour by July 1, 2027, and increased annually thereafter according to the CPI-U for the Anchorage metropolitan area.
Arizona		Current 1/1/2027	$12.15 $12.65	$15.15 $15.65	Voters approved a ballot initiative in 2016 to raise the minimum wage to $12 by 2020, and increase thereafter according to the U.S. CPI-U. Arizona's tip credit is $3.00.
Flagstaff, AZ		Current 1/1/2027	$18.35 $18.95	$18.35 $18.95	Voters approved a ballot initiative to reach a $15 minimum wage by 2021, and indexed the minimum wage thereafter according to the CPI and rounded to the nearest $0.05 (or $2.00 above the state minimum wage, whichever is higher). The 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.

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.

State	Employer Category	Date Effective	Tipped Wage	Minimum Wage	Notes
Tucson, AZ		Current 1/1/2027	$12.45 $13.00	$15.45 $16.00	In 2021, voters approved a ballot initiative to reach a $15 minimum wage by 2025, which thereafter will be indexed according to inflation. Tucson allows the state tip credit of $3.00. While the January 2024 increase was projected to be up to $14.25 per hour for Tucson, state minimum wage superseded the city rate.
Arkansas		Current	$2.63	$11.00	In 2018, voters approved a series of annual minimum wage increases with the wage reaching $11.00 by 2021. Arkansas's tipped minimum wage is frozen at $2.63. The state minimum wage applies to employers with 4 or more employees.
California		Current 1/1/2027	$16.90 $17.40	$16.90 $17.40	California increases its minimum wage annually according to the U.S. CPI-W capped at an increase of 3.5%. California allows no tip credit. California also enacted separate minimum wage rates for fast food franchises (effective April 1, 2024) and healthcare facilities (effective October 16, 2024).
	Fast food employees	Current	$20.00	$20.00	In 2023, the legislature enacted AB 1228 to establish a $20 minimum wage for employees at fast food restaurants with 60 locations nationwide, which went into effect April 1, 2024. The law also established the Fast Food Council, which has the authority to raise this rate up to 3.5% annually. There has been no official announcement of an increase to this rate, but this is subject to change.
	Health care facility employees	Current 1/1/2028	$25.00 $25 + CPI	$25.00 $25 + CPI	Hospital/health systems with 10,000+ employees, Dialysis clinics, Covered facilities run by counties with more than 5 million people as of January 1, 2023.
		Current 7/1/2027 1/1/2029	$22.00 $25.00 $25 + CPI	$22.00 $25.00 $25 + CPI	Intermittent clinics, community clinics, rural health clinics, or urgent care clinics associated with community or rural health clinics.
		Current 7/1/2028 1/1/2030	$23.00 $25.00 $25 + CPI	$23.00 $25.00 $25 + CPI	Covered Health Care Facilities run by Medium Sized Counties (250,000 to 5 million people as of January 1, 2023), All other covered health care facilities not listed in the other categories and not run by Counties.

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California	Health care facility employees	Current 7/1/2027 7/1/2028 7/1/2029 7/1/2030 7/1/2031 7/1/2032 7/1/2033 1/1/2035	$19.28 $19.95 $20.65 $21.37 $22.12 $22.89 $23.69 $25.00 $25 + CPI	$19.28 $19.95 $20.65 $21.37 $22.12 $22.89 $23.69 $25.00 $25 + CPI	Safety net hospitals, Covered Health Care Facilities run by Small Counties (less than 250,000 people as of January 1, 2023). Between June 2025 and July 2033, the rate will increase annually by 3.5%.
Alameda, CA		Current 7/1/2027	$17.76 $18.28*	$17.76 $18.28*	Starting in 2022, Alameda's minimum wage will increase according to the San Francisco-Oakland-San Jose CPI-W or a successor index every year, capped at 5%. *Rates are estimated based on inflation increases, subject to change.
Belmont, CA		Current 1/1/2027	$18.95 $19.60	$18.95 $19.60	Beginning in January 2022, the city minimum wage will increase according to the San Francisco-Oakland-San Jose CPI, capped at 3.5%.
Berkeley, CA		Current 7/1/2027	$19.61 $20.18*	$19.61 $20.18*	Since 2019, the minimum wage increases annually according to the San Francisco-Oakland-San Jose CPI or a successor index. *Rates are estimated based on inflation increases, subject to change.
Burlingame, CA		Current 1/1/2027	$17.86 $18.47	$17.86 $18.47	Starting in 2021, all businesses regardless of size were required to pay a $15 minimum wage, which will be increased annually according to the San Francisco-Oakland-San Jose CPI or a successor index starting in 2022.
Cupertino, CA		Current 1/1/2027	$18.70 $19.25	$18.70 $19.25	In 2016, the City Council voted to increase the minimum wage to $15 by 2019, which increase thereafter according to the San Francisco-Oakland-San Jose CPI-W every year, rounded to the nearest $0.05.
Daly City, CA		Current 1/1/2027	$17.50 $18.10	$17.50 $18.10	In 2019, the City Council of Daly City voted to increase the minimum wage to $15.00 by 2021, and increase it thereafter according to the San Francisco-Oakland-San Jose CPI every year.
East Palo Alto, CA		Current 1/1/2027	$17.90 $18.40*	$17.90 $18.40*	East Palo Alto increases the minimum wage according to the San Francisco-Oakland-San Jose CPI every year, rounded to the nearest $0.05. *Rates are estimated based on inflation increases, subject to change.

Please contact Rebekah Paxton at paxton@epionline.org with questions.

State	Employer Category	Date Effective	Tipped Wage	Minimum Wage	Notes
El Cerrito, CA		Current 1/1/2027	$18.82 $19.36	$18.82 $19.36	El Cerrito increases the minimum wage according to the San Francisco-Oakland-San Jose CPI every year.
Emeryville, CA		Current 7/1/2027	$20.34 $20.93*	$20.34 $20.93*	Emeryville's Living Wage Ordinance requires the minimum wage to increase according to the San Francisco-Oakland-San Jose CPI-U every year, capped at 3% increase. *Rates are estimated based on inflation increases, subject to change.
Foster City, CA		Current 1/1/2027	$17.85 $18.36	$17.85 $18.36	In 2022, the City Council voted to raise the city minimum wage to $16.50 in 2023, and increase it thereafter according to the San Francisco-Oakland-Hayward, CA CPI-U every year.
Fremont, CA		Current 7/1/2027	$18.05 $18.60*	$18.05 $18.60*	In 2019, Fremont City Council voted to raise the city's minimum wage to $15 by 2020, with small employers at a slightly lower rate. Since 2021, the wage increases according to the San Francisco–Oakland–San Jose CPI-W, rounded to the nearest $0.05 every year. Beginning in 2022, the small employers' minimum wage will be tied to the rate for large employers. *Rates are estimated based on inflation increases, subject to change.
Half Moon Bay, CA		Current 1/1/2027	$17.91 $18.52	$17.91 $18.52	Beginning in 2022, all employers regardless of size pay the same minimum wage rate, which increases according to the San Francisco-Oakland-San Jose CPI every year.
Hayward, CA	Employers of 26+	Current 1/1/2027	$17.79 $18.39	$17.79 $18.39	In 2020, the Hayward City Council voted to increase the minimum wage for large employers and small employers. The minimum wage for large employers increases according to the San Francisco-Oakland-Hayward CPI every year, capped at 5%.
	Employers of 25 or less	Current 1/1/2027	$16.90 $17.40	$16.90 $17.40	
Long Beach, CA		Current 1/1/2027	$16.90 $17.40	$16.90 $17.40	In 2024, voters in Long Beach, California approved a ballot measure that amends its minimum wage standards for hotels or related entities and transitions from annual CPI-U Los Angeles-Riverside-Orange County adjustments each July 1 to preset rates on July 1, 2024, 2025, 2026, 2027, and 2028. In 2025, Long Beach City Council amended this ordinance to include workers at hotels with 100 or more guest rooms and concessionaire workers at the Long Beach airport and Convention Center.
	Hotel & concessionaire workers	Current 7/1/2027 7/1/2028	$26.50 $28.00 $29.50	$26.50 $28.00 $29.50	

State	Employer Category	Date Effective	Tipped Wage	Minimum Wage	Notes
Los Altos, CA		Current 1/1/2027	$18.70 $19.25	$18.70 $19.25	Los Altos increases the minimum wage according to the San Francisco-Oakland-San Jose CPI-W, rounded to the nearest $0.05.
Los Angeles (city), CA		Current 7/1/2027	$18.42 $19.18*	$18.42 $19.18*	Beginning July 1, 2022 the minimum wage will increase every year for all employers according to the Los Angeles-Riverside-Orange County CPI-W. Los Angeles has a separate ordinance applying to hotels with 60 or more rooms. In May 2026, the City Council voted to delay full implementation of the $30 hotel minimum wage until 2030. *Rates are estimated based on inflation increases, subject to change.
	Hotel employees	Current 7/1/2027 7/1/2028 7/1/2029 1/1/2030	$25.00 $25.50 $28.50 $29.00 $30.00	$25.00 $25.50 $28.50 $29.00 $30.00	
Los Angeles (county), CA		Current 7/1/2027	$18.47 $19.24*	$18.47 $19.24*	Los Angeles County passed an identical minimum wage to the city, and beginning July 1, 2022, the county will increase the minimum wage every year according to the Los Angeles-Riverside-Orange County CPI-W. *Rates are estimated based on inflation increases, subject to change.
Malibu, CA		Current 7/1/2027	$17.91 $18.65*	$17.91 $18.65*	Beginning in January 2022, the minimum wage will be increased according to the Los Angeles-Riverside-Orange County CPI-W. *Rates are estimated based on inflation increases, subject to change.
Menlo Park, CA		Current 1/1/2027	$17.55 $18.05	$17.55 $18.05	The Menlo Park City Council passed a $15 minimum wage for 2020, which would increase thereafter according to the San Francisco-Oakland-Hayward CPI-W every year, rounded to the nearest $0.05. Increases are capped at 3% per year.
Milpitas, CA		Current 7/1/2027	$18.50 $19.05*	$18.50 $19.05*	Beginning in 2020, the minimum wage will increase every year according to the San Francisco-Oakland-San Jose CPI-W or successor, capped at 5%, rounded to the nearest $0.05. *Rates are estimated based on inflation increases, subject to change.
Mountain View, CA		Current 1/1/2027	$19.70 $20.25	$19.70 $20.25	Beginning in 2020, the minimum wage will increase every year according to the San Francisco-Oakland-San Jose CPI-W or successor, capped at 5%, rounded to the nearest $0.05.
Novato, CA	Employers of 100+	Current 1/1/2027	$17.73 $18.25	$17.73 $18.25	Beginning in 2020, the minimum wage will increase every year according to the San Francisco-Oakland-San Jose CPI-W or its successor index, rounded to the nearest $0.05.

State	Employer Category	Date Effective	Tipped Wage	Minimum Wage	Notes
Novato, CA (continued)	Employers of 26-99	Current 1/1/2027	$17.46 $17.97	$17.46 $17.97	Beginning in 2020, the minimum wage will increase every year according to the San Francisco-Oakland-Hayward CPI-W or its successor index, capped at 3.5%. This year, the state rate will supersede Novato's local rate for employers with 25 or fewer employees.
	Employers of 25 or less	Current 1/1/2027	$16.90 $17.40	$16.90 $17.40	
Oakland, CA		Current 1/1/2027	$17.34 $17.85*	$17.34 $17.85*	In 2015, the Oakland City Council adopted a $12.25 minimum wage, to be increased thereafter according to the San Francisco-Oakland-San Jose CPI-W or successor index. *Rates are estimated based on inflation increases, subject to change.
	Hotel employees with Health Benefits	Current 1/1/2027	$18.85 $19.40*	$18.85 $19.40*	
	Hotel employees without Health Benefits	Current 1/1/2027	$25.14 $25.87*	$25.14 $25.87*	
Pasadena, CA		Current 7/1/2027	$18.57 $19.26*	$18.57 $19.26*	Beginning July 2022, the minimum wage will increase every year for all employers according to the Los Angeles-Long Beach-Riverside CPI-U. *Rates are estimated based on inflation increases, subject to change.
Palo Alto, CA		Current 1/1/2027	$18.70 $19.25	$18.70 $19.25	Beginning in 2020, the minimum wage will increase every year according to the San Francisco-Oakland-San Jose CPI-W, capped at 5% and rounded to the nearest $0.05.
Petaluma, CA		Current 1/1/2027	$18.31 $18.93	$18.31 $18.93	Beginning in January 2022, the minimum wage will increase according to the San Francisco-Oakland-San Jose CPI-W.
Redwood City, CA		Current 1/1/2027	$18.65 $19.30	$18.65 $19.30	Beginning in 2021, the minimum wage will increase every year according to the San Francisco-Oakland-San Jose CPI-W, capped at 5% and rounded to the nearest $0.05.
Richmond, CA	No Health Benefits	Current 1/1/2027	$19.18 $19.61	$19.18 $19.61	Beginning in 2020, the minimum wage will increase every year according to the San Francisco-Oakland-San Jose CPI-W. The minimum wage ordinance allows employers who pay toward an employee medical benefits plan to pay $1.50 less than the stated wage.
	With Health Benefits	Current 1/1/2027	$17.68 $18.11	$17.68 $18.11	
San Carlos, CA		Current 1/1/2027	$17.75 $18.35	$17.75 $18.35	Beginning in 2022, the minimum wage will increase every year according to the San Francisco-Oakland-San Jose CPI, capped at 3.5%.

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San Diego, CA		Current 1/1/2027	$17.75 $18.35	$17.75 $18.35	Beginning in 2018, the minimum wage will increase every year according to the U.S. City CPI-W. In 2025, the city also enacted a Hospitality Minimum Wage Ordinance that covers employees at certain amusement parks, event centers, and hotels with 150+ rooms.
	Amusement and hotel employees	Current 7/1/2027 7/1/2028 7/1/2029 7/1/2030	$19.00 $20.50 $22.00 $23.50 $25.00	$19.00 $20.50 $22.00 $23.50 $25.00	
	Event center employees	Current 7/1/2027 7/1/2028 7/1/2029 7/1/2030	$21.06 $22.00 $23.00 $24.00 $25.00	$21.06 $22.00 $23.00 $24.00 $25.00	
San Diego County, CA		Current 1/1/2027	$16.90 $17.40	$16.90 $17.40	
San Francisco, CA		Current 7/1/2027	$19.61 $20.18*	$19.61 $20.18*	Beginning in 2019, the minimum wage will increase every year according to the San Francisco-Oakland-San Jose CPI-W. San Francisco applies a separate minimum wage rate for "government supported employees," which include those under 18 employed as after-school or summer employee subsidized by federal, state, or local government; or those over 55 employed by a nonprofit that provides social welfare services. *Rates are estimated based on inflation increases, subject to change.
	Government-supported employees	Current 7/1/2027	$17.35 $17.86*	$17.35 $17.86*	
South San Francisco, CA		Current 1/1/2027	$18.15 $18.75	$18.15 $18.75	In 2019, South San Francisco City Council approved a minimum wage ordinance to increase every year according to the San Francisco-Oakland-San Jose CPI.
San Jose, CA		Current 1/1/2027	$18.45 $19.00	$18.45 $19.00	Beginning in 2020, the minimum wage will increase every year according to the San Francisco-Oakland-San Jose CPI-W, capped at 5%, and rounded to the nearest $0.05.
San Leandro, CA		Current 1/1/2027	$16.90 $17.40	$16.90 $17.40	As of January 1, 2023, the city's minimum wage was determined by the State of California.
San Mateo (city), CA		Current 1/1/2027	$18.60 $19.25	$18.60 $19.25	Beginning in 2021, the minimum wage for all employers will increase every year according to the San Francisco-Oakland-San Jose CPI, capped at 3.5%.

State	Employer Category	Date Effective	Tipped Wage	Minimum Wage	Notes
San Mateo (county), CA		Current 1/1/2027	$17.95 $18.58	$17.95 $18.58	Beginning in 2024, unincorporated areas in San Mateo County will increase the minimum wage according to the U.S. CPI-W.
Santa Clara, CA		Current 1/1/2027	$18.70 $19.25	$18.70 $19.25	Beginning in 2020, the minimum wage will increase according to the San Francisco-Oakland-San Jose CPI-W every year, capped at 5%, rounded to the nearest $0.05.
Santa Monica, CA		Current 7/1/2027	$18.47 $19.24*	$18.47 $19.24*	Beginning in 2022, the minimum wage will increase according to the Los Angeles-Riverside-Orange County CPI-W every year. Santa Monica follows the Los Angeles hotel worker minimum wage for hotel employees. *Rates are estimated based on inflation increases, subject to change.
	Hotel and hotel property business workers	Current 7/1/2027	$25.00 $25.50	$25.00 $25.50	
Santa Rosa, CA		Current 1/1/2027	$18.21 $18.83	$18.21 $18.83	Beginning in 2022, the minimum wage will increase for all employers every year according to the San Francisco-Oakland-San Jose CPI-W.
Sonoma, CA	Employers of 26+	Current 1/1/2027	$18.47 $19.10	$18.47 $19.10	In 2019, the Sonoma City Council approved a minimum wage of $17 for large employers and $16 for small employers by 2023. Beginning in 2024, the minimum wage will increase every year according to an index set by the Council, capped at 3.5%.
	Employers of 25 or less	Current 1/1/2027	$17.38 $17.97	$17.38 $17.97	
Sunnyvale, CA		Current 1/1/2027	$19.50 $20.05	$19.50 $20.05	Beginning in 2019, the minimum wage would increase according to the San Francisco-Oakland-Hayward CPI-W, capped at 5%, and rounded to the nearest $0.05, every year.
West Hollywood, CA	Hotel employees	Current 7/1/2027	$20.87 $21.70*	$20.87 $21.70*	Beginning in July 2023, the minimum wage for all employers will increase every year according to the Los Angeles-Long Beach-Anaheim CPI-W, capped at 4%. *Rates are estimated based on inflation increases, subject to change.
		Current 1/1/2027	$20.25 $20.94	$20.25 $20.94	
Colorado		Current 1/1/2027	$12.14 $12.69	$15.16 $15.71	Beginning in 2021, the minimum wage will increase according to the Colorado CPI annually. Colorado's tip credit is $3.02.
Boulder County, CO (unincorporated)		Current 1/1/2027	$13.80 $14.41	$16.82 $17.43	In 2023, Boulder County Council passed an ordinance to raise the minimum wage for all unincorporated areas to $25 per hour by 2030 and index it according to the Denver-Aurora-Lakewood CPI annually thereafter. However in November 2025, the County Commissioners voted to change future increases to match the City of Boulder. The ordinance maintains the state $3.02 tip credit.

State	Employer Category	Date Effective	Tipped Wage	Minimum Wage	Notes
Boulder City, CO		Current 1/1/2027	$13.80 $15.15	$16.82 $18.17	In 2024, the Boulder City Council approved a $15.57 minimum wage for January 2025, to be increased annually thereafter according to the CPI.
Edgewater, CO		Current 1/1/2027	$13.50 $15.17*	$18.17 $19.84	In May 2023, the Edgewater City Council approved an ordinance establishing a local minimum wage for Edgewater. The city's minimum wage must stay in line with the Denver rate. *The city also increased the size of the allowable tip credit from $3.02 to $4.67 beginning in January 2026, but has not yet announced 2027 tipped wage rates.
Denver, CO		Current 1/1/2027	$16.27 $16.82	$19.29 $19.84	Beginning in 2023, the minimum wage will increase every year according to the Denver-Aurora-Lakewood CPI-W.
Connecticut		Current	$6.38	$16.94	Beginning in 2024, the minimum wage will increase every year based on the U.S. Department of Labor's calculation of the employment cost index. The tipped minimum wage for servers is $6.38 and for bartenders is $8.23.
	Tipped Hotel or Restaurant Employees	1/1/2027	$6.38	$17.48	
	Bartenders	1/1/2027	$8.23	$17.48	
Delaware		Current	$2.23	$15.00	In 2021, Delaware lawmakers approved a minimum wage to reach $15 by 2025, but keeps the state tipped wage at $2.23.
District of Columbia		Current 7/1/2027	$10.30 $10.70*	$18.40 $19.15*	The District of Columbia's minimum wage will increase every year according to the Washington metropolitan CPI-U, rounded to the nearest $0.05. In 2025, the D.C. City Council voted to amend a previous ballot measure to eliminate the city's tip credit. Beginning July 1, 2026, the tipped minimum wage would be 56% of the minimum wage until July 1, 2028. On July 1, 2028, the tipped minimum wage percentage rate would increase to 60% of the minimum wage. Subsequently, the tipped minimum wage would increase by 5% biennially on July 1 until being frozen at 75% of the minimum wage by 2034. *Rates are estimated based on inflation increases, subject to change.
Florida		Current	$11.98	$15.00	In 2020, voters approved a minimum wage to reach $15 by 2026. Florida's tip credit is $3.02. The $15.00 per hour will be effective from September 30, 2026 to December 31, 2027. Starting in January 2028, the minimum wage will be adjusted annually for inflation.

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Georgia		Current	$2.13	$7.25	Georgia's minimum wage law currently stands at $5.15, therefore the federal regular minimum wage ($7.25) and tipped wage ($2.13) applies.
Guam		Current	$9.25	$9.25	
Hawaii		Current 1/1/2028	$14.75 $16.50	$16.00 $18.00	In 2022, state lawmakers approved a bill to raise the state's minimum wage to $18 per hour by 2028, with changes to the tip credit. The law raised the state minimum wage to $12 per hour on October 1, 2022, with a $1 tip credit.
Idaho		Current	$3.35	$7.25	Idaho's minimum wage equals the federal rate of $7.25, and the tipped minimum wage is frozen at $3.35.
Illinois		Current	$9.00	$15.00	In 2019, Illinois approved an increase to $15 per hour by 2025. Illinois' tip credit cannot exceed 40% of the applicable minimum wage.
Chicago, IL	Employers of 4+	Current 7/1/2027	$12.96 $13.28*	$17.05 $17.48*	Beginning in 2022, the minimum wage for large employers will increase according to the U.S. city average CPI-U every year, capped at 2.5%, with the small employer rate joining in 2024. In 2023, the Chicago City Council passed an ordinance to eliminate the city tip credit by 2028, which was delayed in 2026: after July 1, 2024, the tip credit can be 32% of the regular rate; after July 1, 2025, the tip credit can be 24%; after July 1, 2028, the tip credit can be 16%; after July 1, 2029, the tip credit can be 8%; and after July 1, 2030 there will be no allowable tip credit. *Rates are estimated based on inflation increases, subject to change.
Cook County, IL		Current 7/1/2027	$9.25 $9.47*	$15.40 $15.79*	Beginning in 2020, the minimum wage will increase according to the U.S. city average CPI-U every year, capped at 2.5%. If unemployment in the county is 8.5% or greater, the annual increase is postponed. *Rates are estimated based on inflation increases, subject to change.
Indiana		Current	$2.13	$7.25	Indiana's minimum wage equals the federal regular minimum wage ($7.25) and tipped minimum wage ($2.13).
Iowa		Current	$4.35	$7.25	Iowa's minimum wage equals the federal regular minimum wage ($7.25). Iowa's tip credit is 40% of the applicable minimum wage.

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Kansas		Current	$2.13	$7.25	Kansas' minimum wage equals the federal regular minimum wage ($7.25) and tipped minimum wage ($2.13).
Kentucky		Current	$2.13	$7.25	Kentucky's minimum wage equals the federal regular minimum wage ($7.25) and tipped minimum wage ($2.13).
Louisiana		Current	$2.13	$7.25	Louisiana has no state minimum wage law, therefore the federal regular minimum wage ($7.25) and tipped minimum wage ($2.13) applies.
Maine		Current 1/1/2027	$7.55 $7.85	$15.10 $15.70	Beginning in 2021, the minimum wage will increase according to the Northeast Region CPI-W every year, rounded to the nearest $0.05. The legislature recently reinstated a tip credit which may not exceed 50% of the minimum hourly wage.
Portland, ME		Current 1/1/2027 1/1/2028	$8.38 $8.88 $9.50	$16.75 $17.75 $19.00	In 2025, Portland voters approved a minimum wage increase to reach $19 by 2028, and increase thereafter according to the Northeast Region CPI-U. The city also allows a maximum tip credit of 50% of the minimum wage.
Rockland, ME		Current 1/1/2027	$8.00 $8.34*	$16.00 $16.68*	In 2020, Rockland voters approved a minimum wage increase to $15 by 2024, set to increase thereafter according to the Northeast Region CPI-U every year. This applies to employers of 25 or more employees. Rockland allows a tip credit of no more than half the minimum wage rate. *Rates are estimated based on inflation increases, subject to change.
Maryland		Current	$3.63	$15.00	In 2019, Maryland approved a minimum wage to reach $15 by 2025 for large employers and 2026 for smaller employers. The tipped wage will remain frozen at $3.63, but with the addition of tips, employees must earn at least the state minimum wage per hour.

State	Employer Category	Date Effective	Tipped Wage	Minimum Wage	Notes
Howard County, MD	Employers of 15+	Current 1/1/2027	$3.63 $3.63	$16.00 $16.45	In 2021, Howard County enacted a minimum wage increase to $16 per hour by 2026, with more gradual increases for smaller employers. This does not apply to employees who receive more than $30 per month in tips. After reaching $16, rates will increase according to the U.S. CPI-U annually. In 2024, the state minimum wage will supersede the county ordinance for small employers.
	Employers less than 15	Current 1/1/2027	$3.63 $3.63	$16.00 $16.45	
Montgomery County, MD	Employers of 51+	Current 7/1/2027	$4.00 $4.00	$18.00 $18.94*	In 2017, Montgomery County lawmakers approved a minimum wage to reach $15 by 2021 for large employers, 2023 for mid-sized employers, and 2024 for small employers. Beginning in 2023, the large employer wage will increase every year according to the Washington-Baltimore CPI-W. After reaching $15, the mid-sized and small employer rates will increase by the CPI-W + 1% until they reach the large employer rate. The tipped minimum wage is frozen at $4. *Rates are estimated based on inflation increases, subject to change.
	Employers of 11-50	Current 7/1/2027	$4.00 $4.00	$16.50 $17.53*	
	Employers of 10 or less	Current 7/1/2027	$4.00 $4.00	$15.95 $16.95*	
Prince George's County, MD		Current 7/1/2027	$3.63 $3.63	$15.30 $15.93*	In 2025, county commissioners voted to amend existing minimum wage law to adjust the annual minimum wage rate based on inflation on a July to July basis. However, the amendments state that if employment is negative for a given year, the minimum wage will not increase in the following year. *Rates are estimated based on inflation increases, subject to change.
Massachusetts		Current	$6.75	$15.00	In 2018, Massachusetts lawmakers approved a minimum wage to reach $15 and a tipped minimum wage to reach $6.75 by 2023.
Michigan		Current 1/1/2027	$5.49 $6.30	$13.73 $15.00	In 2018, Michigan lawmakers approved a minimum wage to reach $12.05 by amending a ballot measure to extend the timeline out to 2030 (now 2031 due to the pandemic) and maintain the state's tipped wage, which was 38% of the applicable minimum wage. In 2025, the state legislature approved a fix to curb court-reinstated minimum wage increases with full tip credit elimination. The new law increases the minimum wage to $15 by 2027 and increases the size of the tip credit to 50% by 2031.

State	Employer Category	Date Effective	Tipped Wage	Minimum Wage	Notes
Minnesota		Current 1/1/2027	$11.41 $11.87	$11.41 $11.87	Beginning in 2018, Minnesota increases its minimum wage according to the CPI every year, with a higher rate for employers with more than $500,000 in gross annual revenue. Beginning in 2025, there will be no separate tier for small employers. Minnesota does not allow a tip credit.
Minneapolis, MN		Current 1/1/2027	$16.37 $17.02	$16.37 $17.02	In 2017, Minneapolis City Council adopted a minimum wage to reach $15 for large employers by 2022, to increase thereafter according to the CPI every year. By 2024, minimum wage for small employers equaled that for large businesses.
Saint Paul, MN	Employers of 101+	Current 1/1/2027	$16.37 $17.02	$16.37 $17.02	In 2018, the St. Paul City Council adopted a minimum wage to reach $15 by 2022 for the "macro" businesses, to be increased according to the US Department of Commerce's implicit price deflator every year thereafter, becoming the "city rate." Once each employer tier reaches $15, they will automatically be required to pay the city rate.
	Employers of 6-100	Current 7/1/2027	$16.37 $17.02	$16.37 $17.02	
	Employers of 5 or less	Current 7/1/2027	$14.25 $15.00	$14.25 $15.00	
Mississippi		Current	$2.13	$7.25	Mississippi has no state minimum wage law, therefore the federal regular minimum wage ($7.25) and tipped minimum wage ($2.13) applies.
Missouri		Current	$7.50	$15.00	In November 2024, voters approved a ballot measure raising the state's minimum wage to $15 by 2026. Recent amendments removed an original provision that would have further increased the rate in the future according to inflation. Current Missouri law allows a tip credit of 50% of the regular minimum wage.
Montana		Current 1/1/2027	$10.85 $11.20	$10.85 $11.20	Montana's minimum wage increases every year according to the U.S. CPI, and has no tip credit.
Nebraska		Current 1/1/2027	$2.13 $2.13	$15.00 $15.26	In 2022, voters approved a ballot measure raising the state regular minimum wage up to $15 by 2026, and annual increases thereafter adjusting for inflation. After the passing of LB258 in 2026, annual minimum wage increases shift from CPI-based adjustments to a fixed 1.75% increased starting Jan 2027. The tipped minimum wage is frozen at $2.13.

State	Employer Category	Date Effective	Tipped Wage	Minimum Wage	Notes
Nevada		Current	$12.00	$12.00	In 2022, voters approved a ballot measure, which will enact a $12 per hour minimum wage effective July 1, 2024 and will apply to all employees regardless of employer-sponsored health benefits. The measure also eliminated the existing annual inflation adjustments, allowing the state legislature instead to pass new minimum wage laws above the constitutionally mandated minimum wage. Nevada does not allow a tip credit.
New Hampshire		Current	$3.27	$7.25	New Hampshire's minimum wage equals the federal regular minimum wage ($7.25). In 2021, New Hampshire lawmakers approved a bill freezing the state tipped wage to $3.27 per hour, as it previously had to be at least 45% of the regular minimum wage.
New Jersey	Employers of 6+	Current 1/1/2027	$6.05 $6.61	$15.92 $16.48	In 2019, New Jersey approved a minimum wage to reach $15 and a tipped minimum wage to reach $5.13 by 2024, with an adjusted schedule for smaller employers. Beginning in 2025, the minimum wage for larger employers will increase according to the U.S. CPI-W.
	Seasonal employers, employers of 5 or less	Current 1/1/2027	$6.05 $6.61	$15.23 $16.25	
	Farm employees	Current 1/1/2027	$14.20 $15.00	$14.20 $15.00	
	Direct care employees	Current 1/1/2027	$18.92 $19.48	$18.92 $19.48	
New Mexico		Current	$3.00	$12.00	In 2019, New Mexico lawmakers approved increases to the state minimum wage and tipped minimum wage, reaching $12 and $3, respectively, on January 1, 2023.
Albuquerque, NM		Current 1/1/2027	$7.20 $7.20	$12.00 $13.00	Beginning in 2014, the minimum wage will increase every year according to the U.S. city average CPI-U, rounded to the nearest 5 cents.
Bernalillo County, NM		Current	$3.00	$12.00	Bernalillo County's minimum wage ordinance allows for annual adjustments based on the CPI. Since this calculation has not reached higher than the state minimum wage, the County will likely observe the state rate.
Las Cruces, NM		Current 1/1/2027	$5.20 $5.39	$13.01 $13.47	In 2020, Las Cruces City Council adopted a minimum wage that would reach $10.10 by 2019 and increase thereafter according to the U.S. city average CPI-W every year. It also approved a tip credit equal to 40% of the minimum wage.

State	Employer Category	Date Effective	Tipped Wage	Minimum Wage	Notes
Santa Fe (city), NM		Current 1/1/2027	$3.00 $3.00	$15.40 $17.50	In 2025, Santa Fe City Council adopted a minimum wage to increase to $17.50 per hour, and follows the state tipped wage rate. In following years, the minimum wage will be increased according to the Western CPI and 2-bedroom rent price increases.
Santa Fe (county), NM		Current 3/1/2027	$4.62 $4.78*	$15.40 $15.94*	In 2014, Santa Fe County Commissioners adopted a minimum wage to increase according to the Western Region CPI-W every year. The tipped minimum wage is equal to 30% of the regular minimum wage. *Rates are estimated based on inflation increases, subject to change.
New York	Remainder of State & Food Service Employees	Current 1/1/2027	$10.70 $10.70	$16.00 $16.00	In 2023, New York approved a budget that included a minimum wage hike up to $17 per hour in New York City and Suffolk, Nassau, and Westchester counties, and $16 per hour in the rest of the state, by 2026. On January 1, 2027, the state minimum wage will remain at $17.00 per hour in New York City, Long Island and Westchester County and $16.00 per hour for the rest of the state. This is because overall state employment decreased in 2026 triggering a pause in increasing the minimum wage. Governor Kathy Hochul has proposed moving forward with an inflation-based increase as soon as March 1, 2027.
New York City, Long Island, Westchester County	Including Food Service Employees	Current 1/1/2027	$11.35 $11.35	$17.00 $17.00	
North Carolina		Current	$2.13	$7.25	North Carolina's minimum wage equals the federal regular minimum wage ($7.25) and tipped minimum wage ($2.13).
North Dakota		Current	$4.86	$7.25	North Dakota's minimum wage equals the federal regular minimum wage ($7.25) and the tip credit is 33% of the minimum wage.
Ohio		Current 1/1/2027	$5.50 $5.70	$11.00 $11.40	In 2006, Ohio amended its constitution to increase the minimum wage according to the U.S. CPI-W, rounded to the nearest $0.05. Ohio's tip credit is 50% of the minimum wage. For businesses with annual gross receipts of $250,000 or less per year, the federal minimum wage applies. Annual increases based on chance in the CPI-W U.S., city average, rounded to the nearest 5 cents.
Oklahoma		Current	$2.13	$7.25	Oklahoma's minimum wage equals the federal regular minimum wage ($7.25) and tipped minimum wage ($2.13).

State	Employer Category	Date Effective	Tipped Wage	Minimum Wage	Notes
Oregon (Standard)		Current 7/1/2027	$15.55 $16.13*	$15.55 $16.13*	In 2016, Oregon passed a three-tiered minimum wage, establishing a "standard" rate for the state to increase annually according to the U.S. City Average CPI-U. Oregon has no tip credit. *Rates are estimated based on inflation increases, subject to change.
Portland, OR		Current 7/1/2027	$16.80 $17.43*	$16.80 $17.43*	
Oregon (Non-Urban Counties)		Current 7/1/2027	$14.55 $15.09*	$14.55 $15.09*	
Pennsylvania		Current	$2.83	$7.25	Pennsylvania's minimum wage equals the federal regular minimum wage ($7.25), while the tipped minimum wage is frozen at $2.83.
Puerto Rico		Current	$2.13	$10.50	In 2021, Puerto Rico adopted a minimum wage law that raised the minimum wage to $9.50 in July 2023 and $10.50 in July 2024, following approval by the Minimum Wage Evaluation Commission.
Rhode Island		Current 1/1/2027	$3.89 $3.89	$16.00 $17.00	In 2025, Rhode Island lawmakers passed a minimum wage increase to $17 by 2027. The state's tipped minimum wage is $3.89 per hour.
South Carolina		Current	$2.13	$7.25	South Carolina has no state minimum wage law, therefore the federal regular minimum wage ($7.25) and tipped minimum wage ($2.13) applies.
South Dakota		Current 1/1/2027	$5.93 $6.15	$11.85 $12.30	South Dakota's minimum wage increases every year according to the U.S. CPI, rounded to the nearest $0.05. South Dakota's tip credit is 50% of the minimum wage.
Tennessee		Current	$2.13	$7.25	Tennessee has no state minimum wage law, therefore the federal regular minimum wage ($7.25) and tipped minimum wage ($2.13) applies.
Texas		Current	$2.13	$7.25	Texas's minimum wage equals the federal regular minimum wage ($7.25) and tipped minimum wage ($2.13).
Utah		Current	$2.13	$7.25	Utah's minimum wage equals the federal regular minimum wage ($7.25) and tipped minimum wage ($2.13).
Vermont		Current 1/1/2027	$7.21 $7.46	$14.42 $14.91	Vermont increases its minimum wage according to the U.S. City Average CPI-U, capped at 5%.

Please contact Rebekah Paxton at paxton@epionline.org with questions.

State	Employer Category	Date Effective	Tipped Wage	Minimum Wage	Notes
Virginia		Current 1/1/2027	$2.13 $2.13	$12.77 $13.75	In 2020, Virginia lawmakers approved legislation raising the state minimum wage to $12 by 2023. In April 2026, Governor Spanberger signed legislation raising the minimum wage to $15 by 2028.
Virgin Islands		Current 6/1/2027 6/1/2028	$4.80 $5.60 $6.00	$12.00 $14.00 $15.00	The U.S. Virgin Islands enacted an increase to the minimum wage, reaching $15 an hour by 2028. It also sets the territory's wage for tipped “tourist service and restaurant employees” at 40% of the overall minimum wage. After December 31, 2029, the minimum wage rate may be increased annually by the Virgin Islands Wage Board.
Washington		Current 1/1/2027	$17.13 $17.73	$17.13 $17.73	Washington increases its minimum wage according to the U.S. CPI-W each year. The state has no tip credit.
Bellingham, WA		Current 1/1/2027	$19.13 $19.73	$19.13 $19.73	In 2023, Bellingham voters approved a ballot measure to raise the city’s minimum wage by $1 above the state's on May 1, 2024, and $2 above on May 1, 2025.
Burien, WA	Employers of 501+	Current 1/1/2027	$21.78 $22.49	$21.78 $22.49	In October 2024, the Burien City Council passed a citywide minimum wage ordinance according to employer size, that will increase annually based on the CPI. Ongoing litigation may change these rates.
	Employers of 60-500	Current 1/1/2027	$20.78 $22.49	$20.78 $22.49	
	Employers of 15 or less	Current 1/1/2027	$19.28 $20.49	$19.28 $20.49	
King County, WA	Employers of 500+	Current 1/1/2027	$20.82 $21.57	$20.82 $21.57	In 2024, the King County Council approved an ordinance to raise the minimum wage for unincorporated areas of the county to just above $20, and tiered based on employer size and revenue.
	Employers of 16-499	Current 1/1/2027	$19.82 $21.57	$19.82 $21.57	
	Employers of 15 or less, Gross revenue $2M+	Current 1/1/2027	$19.82 $21.57	$19.82 $21.57	
	Employers of 15 or less, Gross revenue less than $2M	Current 1/1/2027	$18.32 $19.57	$18.32 $19.57	

State	Employer Category	Date Effective	Tipped Wage	Minimum Wage	Notes
Renton, WA	Employers of 501+	Current 1/1/2027	$21.57 $22.28	$21.57 $22.28	In February 2024, Renton voters approved a minimum wage ordinance that took effect on July 1, 2024. Beginning January 1, 2027, large and mid-sized employers are subject to the same minimum wage, which is adjusted annually for inflation. Exempt small employers remain subject to the state minimum wage.
	Employers of 15-500	Current 1/1/2027	$21.57 $22.28	$21.57 $22.28	
	Small employers	1/1/2027	$17.73	$17.73	
SeaTac, WA		Current 1/1/2027	$20.74 $21.47	$20.74 $21.47	SeaTac increases its minimum wage according to the U.S. CPI-W every year.
Seattle, WA		Current 1/1/2027	$21.30 $22.14	$21.30 $22.14	Seattle's minimum wage was previously tiered based on employer size and whether employees received tips or medical benefits. As of January 1, 2025, all employers are required to pay the same minimum wage. Employers can no longer count tips or contributions to employee medical benefit plans toward minimum wage requirements. The minimum wage increases annually on January 1 based on the Seattle-Tacoma-Bellevue Area CPI-W.
Tacoma, WA		Current 1/1/2027	$17.13 $17.73	$17.13 $17.73	In 2015, voters approved a ballot measure to raise the city's minimum wage to $12 by 2018. Beginning in 2020, the city adheres to the state minimum wage rate.
Tukwila, WA		Current 1/1/2027	$21.65 $22.45	$21.65 $22.45	Voters in Tukwila, WA passed a ballot measure in 2022 to raise the city's minimum wage in line with SeaTac's in July 2023, and adjust according to inflation based on the Seattle-Tacoma-Bellevue Area CPI-W annually thereafter. Employers with fewer than 15 employees worldwide and are not associated with a franchisor are subject to the state's minimum wage.
West Virginia		Current	$2.62	$8.75	In 2014, West Virginia enacted an $8.75 minimum wage, and a 70% tip credit.
Wisconsin		Current	$2.33	$7.25	Wisconsin's minimum wage equals the federal regular minimum wage ($7.25), while the tipped minimum wage is frozen at $2.33.
Wyoming		Current	$2.13	$7.25	Wyoming's minimum wage equals the federal regular minimum wage ($7.25) and tipped minimum wage ($2.13).