



## 2020 Minimum Wage Chart

| State                | Abbrev-Code | Minimum State Wage            | Minimum Cash Wage (Tipped EE)   | EFFECTIVE DATE per HR Support Center | 2020 Comments                                  |
|----------------------|-------------|-------------------------------|---|--------------------------------------|--|
| Alabama              | AL/01       | no state provision            |   |                                      |  |
| Alaska               | AK/02       | 10.19                         | 7.75  |                                      |  |
| Arizona              | AZ/03       | 12.00                         | 7.00  |                                      |  |
| Arkansas             | AR/04       | 10.00                         | 2.63  |                                      |  |
| California           | CA/05       | 13.00                         | n/a   | 1/1/2020                             | Different rates for municipalities see handout |
| Colorado             | CO/06       | 12.00                         | 6.28  |                                      |  |
| Connecticut          | CT/07       | 11.00                         | 6.07 & 7.82   |                                      |  |
| Delaware             | DE/08       | 9.25                          | 2.23  |                                      |  |
| District of Columbia | DC/09       | 15.00                         | 2.77  |                                      |  |
| Florida              | FL/10       | 8.56                          | 5.08  |                                      |  |
| Georgia              | GA/11       | 7.25                          | 2.13  |                                      |  |
| Hawaii               | HI/12       | 10.10                         | 8.50  |                                      |  |
| Idaho                | ID/13       | 7.25                          | 3.35  |                                      |  |
| Illinois             | IL/14       | 9.25                          | 4.95  |                                      |  |
| Indiana              | IN/15       | 7.25                          | 2.13  |                                      |  |
| Iowa                 | IA/16       | 7.25                          | 4.35  |                                      |  |
| Kansas               | KS/17       | 7.25                          | 2.13  |                                      |  |
| Kentucky             | KY/18       | 7.25                          | 2.13  |                                      |  |
| Louisiana            | LA/19       | no state provision            |   |                                      |  |
| Maine                | ME/20       | 12.00                         | 5.00  |                                      |  |
| Maryland             | MD/21       | 11.00                         | 3.63  |                                      |  |
| Massachusetts        | MA/22       | 12.75                         | 4.95  |                                      |  |
| Michigan             | MI/23       | 9.65                          | 3.38  |                                      |  |
| Minnesota            | MN/24       | 13.25 Large<br>11.75 small    | 9.00 Large<br>7.25 small  |                                      |  |
| Mississippi          | MS/25       | no state provision            |   |                                      |  |
| Missouri             | MO/26       | 9.45                          | 3.83  |                                      |  |
| Montana              | MT/27       | 8.65                          | n/a   |                                      |  |
| Nebraska             | NE/28       | TBD                           | 2.13  |                                      |  |
| Nevada               | NV/29       | 8.25                          | 7.25- For employees having qualified health benefits available<br>8.25- All other employees | 1/1/2020                             | *can lower if offer health see hand out        |
| New Hampshire        | NH/30       | 7.25                          | 3.27  |                                      |  |
| New Jersey           | NJ/31       | 11.00                         | 3.13  | 1/1/2020                             | see handout                                    |
| New Mexico           | NM/32       | 9.00                          | 2.13  |                                      |  |
| New York             | NY/33       | 11.80                         | 7.50  |                                      |  |
| North Carolina       | NC/34       | 7.25                          | 2.13  |                                      |  |
| North Dakota         | ND/35       | 7.25                          | 4.86  |                                      |  |
| Ohio                 | OH/36       | 8.70                          | 4.08  |                                      |  |
| Oklahoma             | OK/37       | 7.25                          | 2.13  |                                      |  |
| Oregon               | OR/38       | 11.00(non-urban),12.50(urban) | n/a   |                                      |  |
| Pennsylvania         | PA/39       | 7.25                          | 2.83  |                                      |  |
| Rhode Island         | RI/40       | 10.50                         | 3.89  |                                      |  |
| South Carolina       | SC/41       | no state provision            |   |                                      |  |
| South Dakota         | SD/42       | 9.30                          | 2.13  |                                      |  |
| Tennessee            | TN/43       | no state provision            |   |                                      |  |
| Texas                | TX/44       | 7.25                          | 2.13  |                                      |  |
| Utah                 | UT/45       | 7.25                          | 2.13  |                                      |  |
| Vermont              | VT/46       | 10.96                         | 5.00  |                                      |  |
| Virginia             | VA/47       | 7.25                          | 2.13  |                                      |  |
| Washington           | WA/48       | 13.50                         | n/a   | 1/1/2020                             | Seattle has special rates see hand out         |
| West Virginia        | WV/49       | TBD                           | 2.63  |                                      |  |
| Wisconsin            | WI/50       | 7.25                          | 2.33  |                                      |  |
| Wyoming              | WY/51       | 7.25                          | 2.13  |                                      |  |
| Puerto Rico          | PR/52       | 6.55                          | 2.13  |                                      |  |

FLSA employers are required to follow federal minimum wage rules (\$7.25 effective July 24, 2009) when the state minimum wage is less than the federal minimum wage.

\*Surcharges are in effect for agency but they are not reflected in the new employer rate.

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\*\*\* (TX) Three surcharges are in effect for agency but only one (Employment & Training Investment Assessment-0.10%) is included in the New Employer Rate

\*\*\*\* Oregon WBF rate is 'cents per hour worked'. So 2.8 cents times hours = assessment.

**This chart is subject to change based on information released by the tax agency.**