



## 2020 Minimum Wage Chart

State	Abbrev-Code	Minimum State Wage	Minimum Cash Wage (Tipped EE)
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
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	3.75
Michigan	MI/23	9.65	3.38
Minnesota	MN/24	13.25 Large 11.75 small	9.00 Large 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 8.25- All other employees
New Hampshire	NH/30	7.25	3.27
New Jersey	NJ/31	11.00	2.13
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
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.

\*\*Surcharges in effect for agency are reflected in the new employer rate.

\*\*\* (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.**

11/15/2019