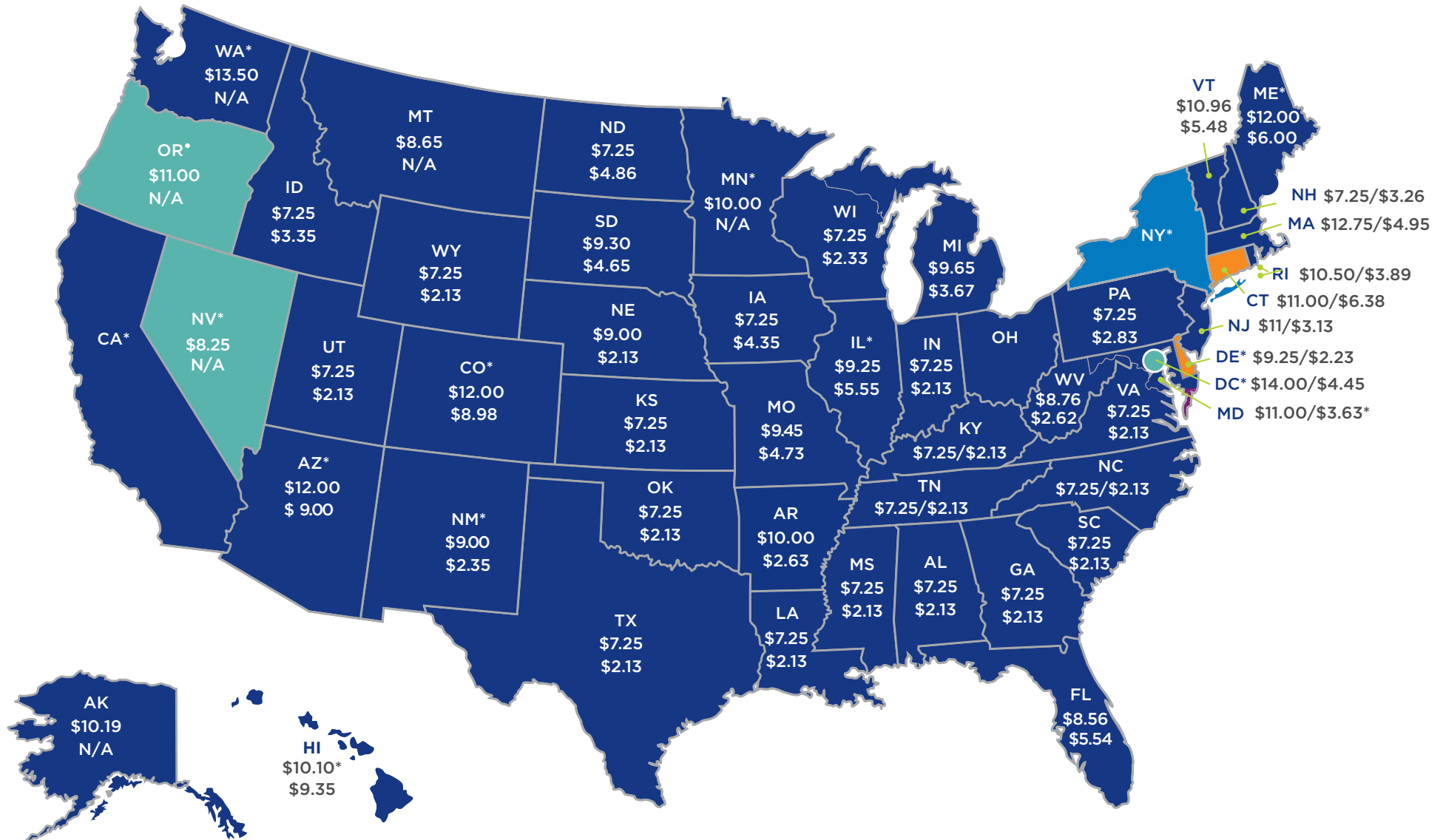


2020 State and Local Minimum Wage Rates



First # = state's hourly minimum wage rate
 Second # = minimum cash wage for tipped employees

Effective: ■ 7/1/2019 ■ 10/1/2019 ■ 12/31/2019 ■ 1/1/2020

* Additional information on page 2.

ADDITIONAL NOTES

Locality	State	2020 Effective Date	Minimum Wage	Tipped Wage	Additional Increase	Minimum Wage	Tip Wage
Flagstaff	AZ	1/1/20	\$13	\$10			
Alameda	CA	7/1/19	13.50	N/A	7/1/20	\$15	N/A
Belmont	CA	1/1/19	\$15	N/A			
Berkeley	CA	7/1/19	\$15.59	N/A	7/1/20	TBD	N/A
Cupertino	CA	1/1/20	\$15.35	N/A			
Daly City	CA	1/1/20	\$13.75	N/A			
El Cerrito	CA	1/1/20	\$15.37	N/A			
Emeryville	CA	7/1/19	\$16.30	N/A	7/1/20	TBD	N/A
Fremont	CA	7/1/19					
≥ 26 employees			\$13.50	N/A	7/1/20	\$15	N/A
≤ 25 employees			\$12.00	N/A	7/1/20	\$13.50	N/A
Los Altos	CA	1/1/20	\$15.40	N/A			
Los Angeles County	CA	7/1/19					
≥ 26 employees			\$14.25	N/A	7/1/20	\$15	N/A
≤ 25 employees			\$13.25	N/A	7/1/20	\$14.25	N/A
Los Angeles	CA	7/1/19					
≥ 26 employees			\$14.25	N/A	7/1/20	\$15	N/A
≤ 25 employees			\$13.25	N/A	7/1/20	\$14.25	N/A
Malibu	CA	7/1/19	\$14.25	N/A	7/1/20	\$15	N/A
≥ 26 employees			\$14.25	N/A	7/1/20	\$15	N/A
≤ 25 employees			\$13.25	N/A	7/1/20	\$14.25	N/A
Menlo Park	CA	1/1/20	\$15.00	N/A			
Milpitas	CA	7/1/19	\$15.00	N/A	7/1/20	TBD	N/A
Mountain View	CA	1/1/20	\$16.05	N/A			
New York	NY	12/31/19	\$15.00	\$10.00			
Novato	CA	1/1/20	\$13.00	N/A	7/1/20	\$15	N/A
≥ 100 employees			\$13.00	N/A	7/1/20	\$14	N/A
26-99 Employees			\$12.00	N/A	7/1/20	\$13	N/A
≤ 25 employees							
Oakland	CA	1/1/20	\$14.14	N/A			
Pasadena	CA	7/1/19					
≥ 26 employees			\$14.25	N/A	7/1/20	\$15	N/A
≤ 25 employees			\$13.25	N/A	7/1/20	\$14.25	N/A
Palo Alto	CA	1/1/20	\$15.40	N/A			
Petaluma	CA	1/1/20					
≥ 26 employees			\$15.00	N/A			
≤ 25 employees			\$14.00	N/A			
Redwood City	CA	1/1/20	\$15.38	N/A			
Richmond	CA	1/1/20					
without benefits			\$15.00	N/A			
with benefits			\$13.50	N/A			
San Diego	CA	1/1/20	\$13	N/A			
San Francisco	CA	7/1/19	\$15.59	N/A	7/1/20	TBD	N/A
San Jose	CA	1/1/20	\$15.25	N/A			
San Leandro	CA	7/1/19	\$14	N/A	7/1/20	\$15	N/A

Locality	State	2020 Effective Date	Minimum Wage	Tipped Wage	Additional Increase	Minimum Wage	Tip Wage
Santa Clara	CA	1/1/20	\$15.40	N/A			
San Mateo	CA	1/1/20	\$15.38	N/A			
Santa Monica	CA	7/1/19					
≥ 26 employees			\$14.25	N/A	7/1/20	\$15	N/A
≤ 25 employees			\$13.25	N/A	7/1/20	\$14.25	N/A
Santa Rosa	CA	1/1/20					
≥ 26 employees			\$13.00	N/A	7/1/20	\$15.00	N/A
≤ 25 employees			\$12.00	N/A	7/1/20	\$14.00	N/A
Sonoma	CA	1/1/20					
≥ 26 employees			\$13.50	N/A			
≤ 25 employees			\$12.50	N/A			
South San Francisco	CA	1/1/20	\$15.00	N/A			
Sunnyvale	CA	1/1/20	\$16.05	N/A			
Denver	CO	1/1/20	\$12.85	\$9.83			
Chicago	IL	7/1/19					
>20 employees			\$13	\$6.40	7/1/20	\$14	\$8.40
4-20 employees			\$13	\$6.40	7/1/20	\$13.50	\$8.10
Cook County	IL	7/1/19	\$12	\$5.25	7/1/20	TBD	TBD
Montgomery County	MD	7/1/19	\$13.00	\$4.00	7/1/20	\$14	\$4
≥ 51 employees	MD	7/1/19	\$12.50	\$4.00	7/1/20	\$13.25	\$4
≤ 50 employees							
Prince George's County	MD	7/1/19	\$11.50	\$3.63			
Portland	ME	1/1/20	\$12	\$6	7/1/20	TBD	TBD
Minneapolis	MN	7/1/19					
≥ 100 employees			\$12.25	\$12.25			
≤ 100 employees			\$11.00	\$11.00			
Saint Paul	MN	1/1/20					
≥ 10,001 employees in the U.S.			\$10.00	N/A	7/1/20	\$11.50	N/A
101-100,000 employees in the U.S.				N/A	7/1/20	\$10.00	N/A
6-100 employees in the U.S.				N/A	7/1/20	\$9.65	N/A
Albuquerque	NM	1/1/20					
without benefits			\$9.35	\$5.60			
with benefits			\$8.35	\$5.60			
Las Cruces	NM	1/1/20	\$10.25	\$4.10			
Santa Fe	NM	1/1/20	\$11.80	TBD	3/1/20	TBD	TBD
Bernalillo County	NM	1/1/20					
without benefits			\$9.20	\$2.35			
with benefits			\$8.20	\$2.35			
Santa Fe County	NM	1/1/20	\$11.80	TBD	3/1/20	TBD	TBD
Westchester, Nassau, and Suffolk Counties	NY	12/31/19	\$13	\$8.65			
SeaTac	WA	1/1/20	\$16.34	N/A			
Seattle	WA	1/1/20					
≥ 501 employees in the US			\$16.39	N/A			
≤ 500 employees that don't offer \$2.25 in medical benefits or tips			\$15.75	N/A			
≤ 500 employees that pay \$2.25 an hour towards medical benefits or offer tips			\$13.50	N/A			

Future State Increases for 2020

State	Additional Increase	Minimum Wage	Tip Wage
Connecticut	9/1/20	\$12	6.38 server, \$8.23 bartender
Washington, DC	7/1/20	\$15	\$5
Illinois	7/1/20	\$10	\$6
Nevada-Employers who don't offer health insurance	7/1/20	\$9	N/A
Nevada-Employers that offer insurance	7/1/20	\$8	N/A
Oregon-Standard	7/1/20	\$12	N/A
Oregon- Portland Metro	7/1/20	\$13.25	N/A
Oregon- Rural Counties	7/1/20	\$11.50	N/A