

State	City	Minimum Wage Increase Effective January 1, 2020
Alaska		From \$9.89 to \$10.19 per hour
Arizona		From \$11.00 to \$12.00 per hour
	Flagstaff, AZ	From \$12.00 to \$13.00 per hour From \$9.00 to \$10.00 per hour for employees in positions that regularly or customarily receive \$30.00 or more in tips per month
Arkansas		From \$9.25 to \$10.00 per hour
California		From \$12.00 to \$13.00 per hour for employers with 26 or more employees From \$11.00 to \$12.00 per hour for employers with 25 or fewer employees
	Belmont, CA	From \$13.50 to \$15.00 per hour
	Cupertino, CA	From \$15.00 to \$15.35 per hour
	Daly City, CA	From \$12.00 to \$13.75 per hour
	El Cerrito, CA	From \$15.00 to \$15.37 per hour
	Los Altos, CA	From \$15.00 to \$15.40 per hour
	Menlo Park, CA	From \$12.00 (26+ employees) and \$11.00 (<26 employees) to \$15.00 per hour
	Mountain View, CA	From \$15.65 to \$16.05 per hour
	Novato, CA	From \$12.00 to \$13.00 per hour for employers with 26 or more employees From \$11.00 to \$12.00 per hour for employers with 25 or fewer employees
	Oakland, CA	From \$13.80 to \$14.14 per hour
	Palo Alto, CA	From \$15.00 to \$15.40 per hour

	Petaluma, CA	From \$12.00 to \$15.00 per hour for employers with 26 or more employees From \$11.00 to \$14.00 per hour for employers with 25 or fewer employees
	Redwood City, CA	From \$13.50 to \$15.00 per hour + Consumer Price Index
	San Diego, CA	From \$12.00 to \$13.00 per hour
	San Jose, CA	From \$15.00 to \$15.25 per hour
	San Leandro, CA	From \$14.00 to \$15.00 per hour
	San Mateo, CA	From \$15.00 to \$15.38 per hour
	Santa Clara, CA	From \$15.00 to \$15.40 per hour
	Sonoma, CA	From \$12.00 to \$13.50 per hour for large businesses (26 or more employees) From \$11.00 to \$12.50 per hour for small businesses (25 or fewer employees)
	South San Francisco, CA	From \$11.00 or \$12.00 (depending on employer size) to \$15.00 per hour
	Sunnyvale, CA	From \$15.65 to \$16.05 per hour
Colorado		From \$11.10 to \$12.00 per hour From \$8.08 to \$8.98 per hour for tipped employees
	Denver, CO	From \$11.10 to \$12.85 per hour (if the employee works more than four hours per week and does not receive tips) From \$8.98 to \$9.83 per hour for tipped employees
Washington, D.C.		From \$14.00 to \$15.00 per hour
Florida		From \$8.46 to \$8.56 per hour From \$5.44 to \$5.54 per hour for tipped employees

Illinois		From \$8.25 to \$9.25 per hour From \$4.95 to \$5.55 per hour for tipped employees
Maine		From \$11.00 to \$12.00 per hour From \$5.50 to \$6.00 for tipped employees
Maryland		From \$10.10 to \$11.00 per hour
Massachusetts		From \$12.00 to \$12.75 per hour From \$4.35 to \$4.95 per hour for tipped employees who make more than \$20 per month in tips (employees must receive at least the \$12.75 minimum wage when wages and tips are combined)
Michigan		From \$9.45 to \$9.65 per hour
Minnesota		From \$9.86 to \$10.00 per hour for large employers (annual gross revenues of \$500,000 or more) From \$8.04 to \$8.15 per hour for small employers (annual gross revenues of less than \$500,000)
	St. Paul, MN	To \$12.50 per hour for employers with more than 10,000 employees ¹
Missouri		From \$8.60 to \$9.45 per hour
Montana		From \$8.50 to \$8.65 per hour
Nevada		From \$8.25 to \$9.00 per hour
New Jersey		From \$10.00 to \$11.00 per hour
New Mexico		From \$7.50 to \$9.00 per hour From \$2.13 to \$2.35 per hour for tipped employees

	Albuquerque, NM	From \$9.20 to \$9.35 per hour From \$8.20 to \$8.35 per hour if the employer provides healthcare and/or childcare benefits to the employee during any pay period and the employer pays an amount for these benefits equal to or in excess of an annualized cost of \$2,500 From \$5.50 to \$5.60 for tipped employees
	Bernalillo County, NM	From \$9.05 to \$9.20 per hour
	Las Cruces, NM	From \$10.10 to \$10.25 per hour From \$4.04 to \$4.10 per hour for tipped employees
New York		From \$11.10 to \$11.80
	New York City	From \$13.50 to \$15.00 (for employers with 10 or fewer employees)
	Long Island County	From \$12.00 to \$13.00 per hour
	Westchester County	From \$12.00 to \$13.00 per hour
Ohio		From \$8.55 to \$8.70 per hour From \$4.30 to \$4.35 per hour for tipped employees
South Dakota		From \$9.10 to \$9.30 per hour From \$4.55 to \$4.65 per hour for tipped employee
Vermont		From \$10.78 to \$10.96 per hour
Washington		From \$12.00 to \$13.50 per hour

	Seattle	<p>From \$16.00 to \$16.39 per hour for large employers (501 or more employees)</p> <p>From \$15.00 to \$15.75 per hour for small employers (500 or fewer employees) who do not pay \$2.25 per hour toward medical benefits and/or whose employees do not earn \$2.25 per hour in tips</p> <p>From \$12.00 to \$13.50 per hour for small employers who pay at least \$2.25 per hour toward medical benefits or whose employees earn \$2.25 per hour in tips</p>
	SeaTac	<p>From \$16.09 to \$16.34 for the hospitality and transportation industries</p>