

## HR CLINIC December 2019

### State-by-State Minimum Wage Changes for 2020

Effective January 1, 2020, twenty-one states, as well as multiple municipalities and counties, will raise their minimum wage rate. The chart below highlights the changes.

#### Minimum Wage Increases Beginning January 1, 2020\*

State or Municipality	Effective Date	Min. Wage	Tipped Min. Wage
AK	1/1/2020	\$10.19	Same
AZ	1/1/2020	\$12.00	\$9.00
Flagstaff	1/1/2020	\$13.00	\$10.00
AR	1/1/2020	\$10.00	Stays @ \$2.63
CA	1/1/2020	\$13.00	Same
Alameda	1/1/2020	\$15.00	Same
Belmont	1/1/2020	\$15.00	Same
Cupertino	1/1/2020	\$15.39	Same
El Cerrito	1/1/2020	\$15.37	Same
Los Altos	1/1/2020	\$15.40	Same
Mountain View	1/1/2020	\$16.05	Same
Oakland	1/1/2020	\$14.14	Same
Palo Alto	1/1/2020	\$15.40	Same
Redwood City	1/1/2020	\$15.38	Same
San Jose	1/1/2020	\$15.25	Same
San Mateo	1/1/2020	\$15.38	Same
Santa Clara	1/1/2020	\$15.40	Same
Sunnyvale	1/1/2020	\$16.05	Same
CO	1/1/2020	\$12.00	\$8.98
FL	1/1/2020	\$8.56	\$5.54
IL	1/1/2020	\$9.25	\$5.55
ME	1/1/2020	\$12.00	\$6.00
MD	1/1/2020	\$11.00	Stays @ \$3.63
MA	1/1/2020	\$12.75	\$4.95
MI	1/1/2020	\$9.65	\$3.67
MN	1/1/2020	\$10.00	Same
St. Paul	1/1/2020	\$12.50	Same
MO	1/1/2020	\$9.45	\$4.73
MT	1/1/2020	\$8.65	Same
NJ	1/1/2020	\$11.00	\$3.13
NM	1/1/2020	\$9.00	\$2.35
Albuquerque	1/1/2020	\$9.35	\$5.60
Bernalillo County	1/1/2020	\$9.20	\$2.35
Las Cruces	1/1/2020	\$10.25	\$4.10
NY	12/31/2019	\$11.80	\$7.85
Nassau County	12/31/2019	\$13.00	\$8.65
Suffolk County	12/31/2019	\$13.00	\$8.65
Westchester County	12/31/2019	\$13.00	\$8.65

OH	1/1/2020	\$8.70	\$4.35
SD	1/1/2020	\$9.30	\$4.65
VT	1/1/2020	\$10.96	\$5.48
WA	1/1/2020	\$13.50	Same
Seattle	1/1/2020	\$16.39	Same
SeaTac	1/1/2020	\$16.34	Same
Tacoma	1/1/2020	\$13.50	Same

If you have any questions, please contact your dedicated HRWS Advisory Team at 866-691-7757 or [support@hrworkplaceservices.com](mailto:support@hrworkplaceservices.com).

*\*Minimum Wage changes happen rapidly. Please check with your HRWS Advisory Team prior to implementing any modifications to your company's pay structure.*

*The information contained in this article is intended for educational purposes and to provide a general understanding of regulatory events, legislative changes and the law – not to provide specific legal advice.*