



EMPLICITY'S 2020 MINIMUM WAGE & GENERAL EMPLOYMENT ORDINANCES E-GUIDE



employee management made simple.

MINIMUM WAGE, PAID SICK LEAVE AND OTHER GENERAL EMPLOYMENT ORDINANCES

STATE	KEY MUNICIPALITIES OR OTHER IMPORTANT FACTORS	MINIMUM WAGE RATE	PAID SICK LEAVE REQUIRED	UPCOMING CHANGES
Alabama	Individual counties, cities, or municipalities prohibited from establishing own rates.	\$7.25	No	Alabama follows federal minimum wage
Alaska	Specific overtime calculations	\$9.89	No	\$10.19 - January 1, 2020 <ul style="list-style-type: none"> Alaska minimum wage must always be at least \$1.00 more than the federal minimum wage.
Arizona		\$11.00	Yes	\$12.00 - January 1, 2020 <ul style="list-style-type: none"> Adjusted for inflation - January 1, 2021, and every January 1 thereafter
	Flagstaff	\$12.00	State	\$13.00 - January 1, 2020 <ul style="list-style-type: none"> \$15.00 - January 1, 2021 \$15.50 - January 1, 2022 Adjusted for inflation - January 1, 2023, and every January 1 thereafter
Arkansas	Minimum wage applies to employers with 4 or more EEs	\$9.25	No	\$10.00 - January 1, 2020 <ul style="list-style-type: none"> \$11.00 - January 1, 2021
California Small Employers (25 or fewer)	Tips cannot be counted towards minimum wage	\$11.00	Yes	\$12.00 - January 1, 2020 <ul style="list-style-type: none"> \$13.00 - January 1, 2021 \$14.00 - January 1, 2022 \$15.00 - January 1, 2023 Adjusted for inflation - January 1, 2024, and every January 1 thereafter
California Small Employers (26 or more)		\$12.00	Yes	\$13.00 - January 1, 2020 <ul style="list-style-type: none"> \$14.00 - January 1, 2021 \$15.00 - January 1, 2022 Adjusted for inflation - January 1, 2024, and every January 1 thereafter
	Alameda	\$13.50	State	\$15.00 - July 1, 2020 <ul style="list-style-type: none"> Adjusted for inflation - July 1, 2022, and every July 1 thereafter
	Belmont	\$13.50	State	\$15.00 - January 1, 2020 <ul style="list-style-type: none"> \$15.90 - January 1, 2021 Adjusted for inflation - January 1, 2022, and every January 1 thereafter
	Berkeley	\$15.59	Yes CA+	Adjusted for inflation - January 1, 2022, and every January 1 thereafter

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	Cupertino	\$15.00	State	\$15.35 - January 1, 2020 • Adjusted for inflation - January 1, 2021
	Daly City	\$12.00	State	\$13.75 - January 1, 2020 • \$15.00 - January 1, 2021 • Adjusted for inflation - January 1, 2022, and every January 1 thereafter
	El Cerrito	\$15.00	State	\$15.37 - January 1, 2020 • Adjusted for inflation - January 1, 2021
	Emeryville	\$16.30	Yes CA+	Adjusted for inflation - July 1, 2020 (\$16.42), and every July 1 thereafter
	Fremont - Small Employers (25 or Fewer)	\$11.00	State	\$13.50 - July 1, 2020 • \$15.00 - July 1, 2021 • Adjusted for inflation - July 1, 2022, and every July 1 thereafter
	Fremont - Large Employers (26 or More)	\$13.50	State	\$15.00 - July 1, 2020 • Adjusted for inflation - July 1, 2021, and every July 1 thereafter
	Long Beach - Hotel Workers	\$14.97	Yes CA+	
	Los Altos	\$15.00	State	\$15.40 - January 1, 2020 • Adjusted for inflation - January 1, 2021, and every January 1 thereafter
	Los Angeles - Small Employers and Non-profits (25 or Fewer)	\$13.25	Yes CA+	\$14.25 - July 1, 2020 • \$15.00 - July 1, 2021 • Adjusted for inflation - July 1, 2022, and every July 1 thereafter
	Los Angeles - Large Employers (26 or More)	\$14.25	Yes CA+	\$15.00 - July 1, 2020 • Adjusted for inflation - July 1, 2022, and every July 1 thereafter
	Los Angeles - Hotel Worker Minimum Wage (150 rooms or more)	\$16.63	Yes CA+	Adjusted for inflation - July 1, 2020 and every July 1 thereafter
	Los Angeles County - Small Employers (25 or Fewer)	\$13.25	State	\$14.25 - July 1, 2020 • \$15.00 - July 1, 2021 • Adjusted for inflation - July 1, 2022, and every July 1 thereafter

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	Los Angeles County - Large Employers (26 or More)	\$14.25	State	\$15.00 - July 1, 2020 <ul style="list-style-type: none"> Adjusted for inflation - July 1, 2022, and every July 1 thereafter
	Malibu - Small Employers (25 or Fewer)	\$13.25	State	\$14.25 - July 1, 2020 <ul style="list-style-type: none"> \$15.00 - July 1, 2021 Adjusted for inflation - July 1, 2022, and every July 1 thereafter
	Malibu - Large Employers (26 or More)	\$14.25	State	\$15.00 - July 1, 2020 <ul style="list-style-type: none"> Adjusted for inflation - July 1, 2022, and every July 1 thereafter
	Milpitas	\$15.00	State	Adjusted for inflation - July 1, 2020, and every July 1 thereafter
	Mountain View	\$15.65	State	\$16.05 - January 1, 2020 <ul style="list-style-type: none"> Adjusted for inflation - January 1, 2021
	Oakland	\$13.80	Yes CA+	Adjusted for inflation - January 1, 2020, and every January 1 thereafter
	Palo Alto	\$15.00	State	\$15.40 - January 1, 2020 <ul style="list-style-type: none"> Adjusted for inflation - January 1, 2021, and every January 1 thereafter
	Pasadena - Small Employers (25 or Fewer) and Nonprofits	\$13.25	State	\$14.25 - July 1, 2020 <ul style="list-style-type: none"> \$15.00 - July 1, 2021 Adjusted for inflation - July 1, 2022, and every January 1 thereafter
	Pasadena - Large Employers (26 or More)	\$14.25	State	\$15.00 - July 1, 2020 <ul style="list-style-type: none"> Adjusted for inflation - July 1, 2022, and every January 1 thereafter
	Redwood City	\$13.50	State	\$15.38 - January 1, 2020 <ul style="list-style-type: none"> Adjusted for inflation - January 1, 2021, and every January 1 thereafter
	Richmond	\$15.00	State	Adjusted for inflation - January 1, 2020, and every January 1 thereafter
	Richmond (Medical benefit provided)	\$13.50	State	Adjusted for inflation - January 1, 2020, and every January 1 thereafter

Cities in many states across the United States continue to pass local ordinances relating to minimum wage and sick leave. Eligibility rules may vary from city to city. The minimum wage rates in these cities may change at any time; employers should closely monitor them. An increasing number of localities have additional ordinances relating to a wide range of employment matters such as "family friendly" workplaces, paid parental leave and criminal history checks. Check with your local city government as to whether any ordinances might apply to your workforce/industry.

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	San Diego	\$12.00	Yes CA+	\$13.00 - January 1, 2020 • Adjusted for inflation - January 1, 2021, and every January 1 thereafter
	San Francisco	\$15.59	Yes CA+	Adjusted for inflation - July 1, 2020, and every July 1 thereafter
	San Jose	\$15.00	State	\$15.25 - January 1, 2020 • Adjusted for inflation - January 1, 2021
	San Leandro	\$14.00	State	\$15.00 - July 1, 2020
	San Mateo	\$15.00	State	\$15.38 - January 1, 2020 • Adjusted for inflation - January 1, 2021, and every January 1 thereafter
	San Mateo - Nonprofits	\$13.50	State	\$15.38 - January 1, 2020 • Adjusted for inflation - January 1, 2021, and every January 1 thereafter
	Santa Clara	\$15.00		No adjustment identified for October 29, 2019 adjustment period. Will revisit annually
	Santa Monica - Small Employers and Nonprofits (25 or Fewer)	\$13.25	Yes CA+	\$14.25 - July 1, 2020 • \$15.00 - July 1, 2021 • Adjusted for inflation - July 1, 2022, and every July 1 thereafter
	Santa Monica - Large Employers (26 or More)	\$14.25	Yes CA+	\$15.00 - July 1, 2020 • Adjusted for inflation - July 1, 2022, and every July 1 thereafter
	Santa Monica - Hotel Employers	\$16.63	Yes CA+	Aligned to City of Los Angeles Hotel Wage; increases annually by CPI
	Sonoma - Small Employers (25 or Fewer)	\$11.00	State	\$12.50 - January 1, 2020 • \$14.00 - January 1, 2021 • \$15.00 - January 1, 2022 • \$16.00 - January 1, 2023 • Adjusted for inflation - January 1, 2024, and every January 1 thereafter
	Sonoma - Large Employers (26 or More)	\$12.00	State	\$13.50 - January 1, 2020 • \$15.00 - January 1, 2021 • \$16.00 - January 1, 2022 • \$17.00 - January 1, 2023 • Adjusted for inflation - January 1, 2024, and every January 1 thereafter
	South San Francisco	State	State	\$15.00 - January 1, 2020 • Adjusted for inflation - January 1, 2021, and every January 1 thereafter
	Sunnyvale	\$15.65	State	\$16.05 - January 1, 2020 • Adjusted for inflation - January 1, 2021, and every January 1 thereafter

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Colorado	Special overtime considerations for employees covered by Colorado Wage Order 35.	\$11.90	No	\$12.00 - January 1, 2020 <ul style="list-style-type: none"> Adjusted for inflation - January 1, 2021, and every January 1 thereafter
Colorado (Tipped Employees)	If tips averaged for work week do not make up the difference, then company must pay that difference.	\$8.08	No	\$8.98 - January 1, 2020 <ul style="list-style-type: none"> Always \$3.02 less than state minimum wage established
Connecticut	Required sick leave for employers with 50 or more employees. Certain exemptions apply	\$11.00	Yes	<ul style="list-style-type: none"> \$12.00 - September 1, 2020 \$13.00 - August 1, 2021 \$14.00 - July 1, 2022 \$15.00 - June 1, 2023 Adjusted for inflation - January 1, 2024, and every January 1 thereafter
Delaware	Minimum training wage (1st 90 days on job) and youth wage (ages 14-17) of \$8.25	\$9.25	No	N/A
District of Columbia	Living Wage Act	\$14.00	Yes	\$15.00 - July 1, 2020 <ul style="list-style-type: none"> Adjusted for inflation - July 1, 2021, and every July 1 thereafter
Florida	\$5.44 for tipped employees. Individual counties, cities, or municipalities prohibited from establishing own rates	\$8.46	No	\$8.56 - January 1, 2020 <ul style="list-style-type: none"> Adjusted for inflation - January 1, 2021, and every January 1 thereafter
Georgia	Individual counties, cities, or municipalities prohibited from establishing own rates. FLSA applies to some employers and higher minimum wage prevails.	\$5.15	No	N/A
Hawaii	Required to provide healthcare and disability coverage	\$10.10	No	N/A
Idaho	Individual counties, cities, or municipalities prohibited from establishing own rates.	\$7.25	No	N/A
Illinois		\$8.25	No	\$9.25 - January 1, 2020 <ul style="list-style-type: none"> \$10.00 - July 1, 2020 \$11.00 - January 1, 2021 \$12.00 - January 1, 2022 \$13.00 - January 1, 2023
	Chicago	\$13.00	No	Adjusted for inflation - July 1, 2020, and every July 1 thereafter

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	Cook County	\$12.00	No	\$13.00 - July 1, 2020 <ul style="list-style-type: none"> Adjusted for inflation - July 1, 2021, and every July 1 thereafter
Indiana		\$7.25	No	N/A
Iowa	Individual counties, cities, or municipalities prohibited from establishing own rates. However, it should be noted that Johnson County has recommendations for higher wages.	\$7.25	No	N/A
	Johnson County	\$7.25	No	N/A
Kansas	Individual counties, cities, or municipalities prohibited from establishing own rates.	\$7.25	No	N/A
Kentucky		\$7.25	No	N/A
Louisiana	No state law governing. Individual counties, cities, or municipalities prohibited from establishing own rates as well as minimum sick or vacations time required by employers.	N/A	No	N/A
Maine	Family and medical leave for employers with 15 or more employees.	\$11.00	No	\$12.00 - January 1, 2020 <ul style="list-style-type: none"> Adjusted for inflation - January 1, 2021, and every January 1 thereafter
	Portland	\$11.11	No	Adjusted for inflation - July 1, 2020, and every July 1 thereafter
Maryland - Small Employers (14 or Fewer)		\$10.10	No	\$11.00 - January 1, 2020 <ul style="list-style-type: none"> \$11.60 - January 1, 2021 \$12.20 - January 1, 2022 \$12.80 - January 1, 2023 \$13.40 - January 1, 2024 \$14.00 - January 1, 2025 \$14.60 - January 1, 2026 \$15.00 - July 1, 2026

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Maryland - Large Employers (15 or More)		\$10.10	Yes	\$11.00 - January 1, 2020 <ul style="list-style-type: none"> • \$11.75 - January 1, 2021 • \$12.50 - January 1, 2022 • \$13.25 - January 1, 2023 • \$14.00 - January 1, 2024 • \$15.00 - January 1, 2025
	Baltimore Living Wage Requirements	\$12.06	State	N/A
	Montgomery County - Small Employers (10 or Fewer)	\$12.50	State	\$13.00 - July 1, 2020 <ul style="list-style-type: none"> • \$13.50 - July 1, 2021 • \$14.00 - July 1, 2022 • \$14.50 - July 1, 2023 • \$15.00 - July 1, 2024 • Adjusted for inflation - July 1, 2025, and every July 1 thereafter
	Montgomery County - Mid-Sized Employers (11 to 50, and certain nonprofits and service providers)	\$12.50	State	\$13.25 - July 1, 2020 <ul style="list-style-type: none"> • \$14.00 - July 1, 2021 • \$14.50 - July 1, 2022 • \$15.00 - July 1, 2023 • Adjusted for inflation - July 1, 2024, and every July 1 thereafter
	Montgomery County - Large Employers (51 or More)	\$13.00	State	\$14.00 - July 1, 2020 <ul style="list-style-type: none"> • \$15.00 - July 1, 2021 • Adjusted for inflation - July 1, 2022, and every July 1 thereafter
	Prince George's County	\$11.50	State	January 2021 will begin following Maryland minimum wage
Massachusetts		\$12.00	Yes	\$12.75 - January 1, 2020 <ul style="list-style-type: none"> • \$13.50 - January 1, 2021 • \$14.25 - January 1, 2022 • \$15.00 - January 1, 2023
Michigan		\$9.45		\$9.65 - January 1, 2020 <ul style="list-style-type: none"> • \$9.87 - January 1, 2021 • \$10.10 - January 1, 2022 • \$10.33 - January 1, 2023 • \$10.56 - January 1, 2024 • \$10.80 - January 1, 2025 • \$11.04 - January 1, 2026 • \$11.29 - January 1, 2027 • \$11.54 - January 1, 2028 • \$11.79 - January 1, 2029 • \$12.05 - January 1, 2030

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Minnesota - Small Employer (Gross sales of < \$500K)	Overtime paid for hours worked over 48 in one week. Tips cannot be counted towards minimum wage	\$8.04		\$8.15 - January 1, 2020 <ul style="list-style-type: none"> Adjusted for inflation - January 1, 2021, and every January 1 thereafter
Minnesota - Large Employer (Gross sales of > \$500K)	Overtime paid for hours worked over 48 in one week. Tips cannot be counted towards minimum wage	\$9.86		\$10.00 - January 1, 2020 <ul style="list-style-type: none"> Adjusted for inflation - January 1, 2021, and every January 1 thereafter
	Minneapolis - Small Employers (100 or Fewer)	\$11.00	Yes	\$11.75 - July 1, 2020 <ul style="list-style-type: none"> \$12.50 - July 1, 2021 \$13.50 - July 1, 2022 \$14.50 - July 1, 2023 Matches the January 1, 2024, rate for Large Employers - July 1, 2024 Adjusted for inflation - January 1, 2025, and every July 1 thereafter
	Minneapolis - Large Employers (101 or More)	12.25	Yes	\$13.25 - July 1, 2020 <ul style="list-style-type: none"> \$14.25 - July 1, 2021 \$15.00 - July 1, 2022 Adjusted for inflation (half-rate) - January 1, 2023 Adjusted for inflation - January 1, 2024, and every January 1 thereafter
	St. Paul - Micro Employers (Five or Fewer)	N/A	Yes	\$9.25 - July 1, 2020 <ul style="list-style-type: none"> \$10.00 - July 1, 2021 \$10.75 - July 1, 2022 \$11.50 - July 1, 2023 \$12.25 - July 1, 2024 \$13.25 - July 1, 2025 \$14.25 - July 1, 2026 \$15.00 - July 1, 2027 Matches the January 1, 2028, rate for Macro Employers - July 1, 2028 Adjusted for inflation - January 1, 2029, and every January 1 thereafter
	St. Paul - Small Employers (Six to 100)	N/A	Yes	\$10.00 - July 1, 2020 <ul style="list-style-type: none"> \$11.00 - July 1, 2021 \$12.00 - July 1, 2022 \$13.00 - July 1, 2023 \$14.00 - July 1, 2024 \$15.00 - July 1, 2025 Matches the January 1, 2026, rate for Macro Employers - July 1, 2026
	St. Paul - Large Employers (101 to 10,000)	N/A	Yes	\$11.50 - July 1, 2020 <ul style="list-style-type: none"> \$12.50 - July 1, 2021 \$13.50 - July 1, 2022 \$15.00 - July 1, 2023 Matches the January 1, 2024, rate for Macro Employers - July 1, 2024
	St. Paul - Macro Employers (10,001 or More)	N/A	Yes	\$12.50 - January 1, 2020 <ul style="list-style-type: none"> \$15.00 - July 1, 2022 Adjusted for inflation - January 1, 2023, and every January 1 thereafter

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Mississippi	Individual counties, cities, or municipalities prohibited from establishing own rates.	\$7.25	No	Mississippi follows federal minimum wage
Missouri	Individual counties, cities, or municipalities prohibited from establishing own rates.	\$8.60	No	\$9.45 - January 1, 2020 <ul style="list-style-type: none"> • \$10.30 - January 1, 2021 • \$11.15 - January 1, 2022 • \$12.00 - January 1, 2023 • Adjusted for inflation - January 1, 2024, and every January 1 thereafter
Montana	Minimum wage is \$4.00 for employers with gross sales < \$110,000 annually	\$8.50	No	<ul style="list-style-type: none"> • \$8.65 - January 1, 2020
Nebraska		\$9.00	No	N/A
Nevada	Overtime paid for hours worked over 8 hours in one day if an employee does not make 1 1/2 times the minimum wage. If an employee's rate of pay is greater than 1 1/2 times the minimum wage then overtime is calculated for hours of 40 in one week.	\$8.25	No	\$9.00 - July 1, 2020 <ul style="list-style-type: none"> • \$9.75 - July 1, 2021 • \$10.50 - July 1, 2022 • \$11.25 - July 1, 2023 • \$12.00 - July 1, 2024 • Adjusted for inflation - July 1, 2025, and every July 1 thereafter
Nevada - Employers providing healthcare		\$7.25	No	\$8.00 - July 1, 2020 <ul style="list-style-type: none"> • \$8.75 - July 1, 2021 • \$9.50 - July 1, 2022 • \$10.25 - July 1, 2023 • \$11.00 - July 1, 2024 • Adjusted for inflation - July 1, 2025, and every July 1 thereafter
New Hampshire	Wages must be paid weekly or bi-weekly. Final paycheck requirements noted.	\$7.25	Text	N/A
New Jersey - Small Employers (5 or less) and Seasonal Employers		\$8.85	Yes	\$10.30 - January 1, 2020 <ul style="list-style-type: none"> • \$11.10 - January 1, 2021 • \$11.90 - January 1, 2022 • \$12.70 - January 1, 2023 • \$13.50 - January 1, 2024 • \$14.30 - January 1, 2025 • \$15.00 - January 1, 2026 • Adjusted for inflation - January 1, 2027, and every January 1 thereafter

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New Jersey - Large Employers (6 or More)		\$10.00	Yes	<ul style="list-style-type: none"> \$11.00 - January 1, 2020 \$12.00 - January 1, 2021 \$13.00 - January 1, 2022 \$14.00 - January 1, 2023 \$15.00 - January 1, 2024 Adjusted for inflation - January 1, 2025, and every January 1 thereafter
New Jersey - Agricultural Workers		\$8.85	Yes	<ul style="list-style-type: none"> \$10.30 - January 1, 2020 \$10.90 - January 1, 2022 \$11.70 - January 1, 2023 \$12.50 - January 1, 2024 \$13.40 - January 1, 2025 \$14.20 - January 1, 2026 \$15.00 - January 1, 2027
New Jersey - Tipped Workers		\$2.63	Yes	<ul style="list-style-type: none"> \$3.13 - January 1, 2020 \$4.13 - January 1, 2021 \$5.13 - January 1, 2022 \$5.13 - January 1, 2023 \$5.13 - January 1, 2024 Adjusted for inflation - January 1, 2025, and every January 1 thereafter
New Mexico		\$7.50	No	<ul style="list-style-type: none"> \$9.00 - January 1, 2020 \$10.50 - January 1, 2021 \$11.50 - January 1, 2022 \$12.00 - January 1, 2023
	Albuquerque²	\$9.20	No	Adjusted for inflation - January 1, 2020, and every January 1 thereafter
	Bernalillo County²	\$9.05	No	Adjusted for inflation - January 1, 2020, and every January 1 thereafter
	Las Cruces	\$10.10	No	Adjusted for inflation - January 1, 2020
	Santa Fe	\$11.80	No	Adjusted for inflation - March 1, 2020, and every March 1 thereafter
	Santa Fe County	\$11.80	No	Adjusted for inflation - March 1, 2020, and every March 1 thereafter

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New York - Fast Food Employees		\$12.75	No	\$13.75 - December 31, 2019 <ul style="list-style-type: none"> \$14.50 - December 31, 2020 \$15.00 - July 1, 2021
	New York City - Small Employers (10 or less)	\$13.50	Yes	\$15.00 - December 31, 2019
	New York City - Large Employers (11 or More)	\$15.00	Yes	N/A
	New York City - Fast Food Employees	\$15.00	Yes	N/A
	Nassau, Suffolk and Westchester Counties	\$12.00	Westchester only	\$13.00 - December 31, 2019 <ul style="list-style-type: none"> \$14.00 - December 31, 2020 \$15.00 - December 31, 2021
	Remainder of New York	\$11.10	No	\$11.80 - December 31, 2019 <ul style="list-style-type: none"> \$12.50 - December 31, 2020 Increased - December 31, 2021, and every December 31 thereafter until it reaches \$15.00
North Carolina		\$7.25	No	N/A
North Dakota	Individual counties, cities, or municipalities prohibited from establishing own rates.	\$7.25	No	N/A
Ohio	The minimum wage is \$7.25 (the federal minimum wage) for employers with gross revenues of \$314,000 or less.	\$8.55	No	• \$8.70 - January 1, 2020
Oklahoma	Individual counties, cities, or municipalities prohibited from establishing own rates.	\$7.25	No	N/A
Oregon - Nonrural Counties		\$11.25	Yes	\$12.00 - July 1, 2020 <ul style="list-style-type: none"> \$12.75 - July 1, 2021 \$13.50 - July 1, 2022 Adjusted for inflation - July 1, 2023, and every July 1 thereafter

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Oregon - Rural Counties		\$11.00	Yes	\$11.50 - July 1, 2020 • \$12.00 - July 1, 2021 • \$12.50 - July 1, 2022 • \$1.00 less than standard minimum wage - July 1, 2023 and July 1 thereafter
	Portland Area	\$12.50	Yes	\$13.25 - July 1, 2020 • \$14.00 - July 1, 2021 • \$14.75 - July 1, 2022 • \$1.25 over standard minimum wage - July 1, 2023 and July 1 thereafter
Pennsylvania		\$7.25	Philadelphia and Pittsburgh	N/A
Rhode Island		\$10.50	Yes	N/A
South Carolina	Individual counties, cities, or municipalities prohibited from establishing own rates.	\$7.25	No	General Assembly bill currently proposing a state minimum wage.
South Dakota		\$9.10	No	\$9.30 - January 1, 2020 • Adjusted for inflation - January 1, 2021, and every January 1 thereafter
Tennessee	Individual counties, cities, or municipalities prohibited from establishing own rates.	\$7.25		N/A
Texas	Individual counties, cities, or municipalities prohibited from establishing own rates.	\$7.25	Austin, Dallas and San Antonio	N/A
Utah		\$7.25	No	N/A
Vermont		\$10.78	Yes	\$10.96 - January 1, 2020 • Adjusted for inflation - January 1, 2021, and every January 1 thereafter
Virginia		\$7.25	No	N/A

STATE	KEY MUNICIPALITIES OR OTHER IMPORTANT FACTORS	MINIMUM WAGE RATE	PAID SICK LEAVE REQUIRED	UPCOMING CHANGES
Washington		\$12.00	Yes	\$13.50 - January 1, 2020 • Adjusted for inflation - January 1, 2021, and every January 1 thereafter
	Seatac (Hospitality and Transportation)	\$15.64	State	
	Seattle - Schedule 1 Employers (More Than 500 Employees in the US)	\$16.00	Yes WA+	\$16.39 - January 1, 2020 • Adjusted for inflation - January 1, 2021, and every January 1 thereafter
	Seattle - Schedule 2 Employers (500 or Fewer Employees in the US that pay \$2.25 in tips/medical)	\$12.00	Yes WA+	\$13.50 - January 1, 2020 • \$15.00 - January 1, 2021 • \$15.75 - January 1, 2022 • \$16.50 - January 1, 2023 • \$17.25 - January 1, 2024
	Seattle - Schedule 2 Employers (500 or Fewer Employees in the US)	\$15.00	Yes WA+	\$15.75 - January 1, 2020
	Tacoma	\$12.35	Yes WA+	Adjusted for inflation - January 1, 2020, and every January 1 thereafter
West Virginia		\$8.75	No	N/A
Wisconsin		\$7.25	No	N/A
Wyoming	Individual counties, cities, or municipalities prohibited from establishing own rates. FLSA applies to some employers and higher minimum wage prevails.	\$5.15	No	N/A

1 The term living wage often refers to the minimum income necessary for a worker to meet basic needs such as food and housing, but it also is commonly used to describe laws that establish minimum wages for businesses that receive contracts or subsidies from local governments.

2 The minimum wage is \$1.00 less for employers that provide employees healthcare and/or childcare benefits with an annualized cost of at least \$2,500.

Note: Data listed is current as of November 1, 2019. Check links regularly for updated information.

Cities in many states across the United States continue to pass local ordinances relating to minimum wage and sick leave. Eligibility rules may vary from city to city. The minimum wage rates in these cities may change at any time; employers should closely monitor them. An increasing number of localities have additional ordinances relating to a wide range of employment matters such as "family friendly" workplaces, paid parental leave and criminal history checks. Check with your local city government as to whether any ordinances might apply to your workforce/industry.