



POLICY: STATE MINIMUM WAGE

State Variation in Minimum Wage: Policy Adoption, Current Wage, and Implementation

State has adopted and fully implemented a minimum wage of \$10 or greater.

State	Policy Adoption Status	Current Minimum Wage		Value of the Nominal Minimum Wage Necessary for a \$10 COLA Minimum Wage	% of Parents With Children <3 Who Earn Less Than \$10 per Hour
	Yes/No	Current State Minimum Wage	Cost-of-Living Adjusted Minimum Wage		
Alabama	No	\$7.25**	\$8.39	\$8.64	15.0%
Alaska	Yes	\$10.19	\$9.72	\$10.48	15.4%
Arizona	Yes	\$12.00	\$12.44	\$9.65	13.3%
Arkansas	Yes	\$10.00	\$11.72	\$8.53	17.2%
California	Yes	\$13.00	\$11.27	\$11.54	10.6%
Colorado	Yes	\$12.00	\$11.78	\$10.19	14.2%
Connecticut	Yes	\$12.00	\$11.31	\$10.61	9.7%
Delaware	No**	\$9.25	\$9.36	\$9.88	16.5%
District of Columbia	Yes	\$15.00	\$12.92	\$11.61	6.4%
Florida	No**	\$8.56	\$8.51	\$10.06	12.3%
Georgia	No	\$7.25**	\$7.80	\$9.30	18.2%
Hawaii	Yes	\$10.10	\$8.55	\$11.81	14.4%
Idaho	No	\$7.25	\$7.84	\$9.25	14.6%
Illinois	Yes	\$10.00	\$10.19	\$9.81	13.3%
Indiana	No	\$7.25	\$8.12	\$8.93	11.9%
Iowa	No	\$7.25	\$8.13	\$8.92	14.9%
Kansas	No	\$7.25	\$8.06	\$9.00	13.9%
Kentucky	No	\$7.25	\$8.26	\$8.78	15.0%
Louisiana	No	\$7.25**	\$8.14	\$8.91	22.1%
Maine	Yes	\$12.00	\$12.00	\$10.00	9.1%
Maryland	Yes	\$11.00	\$10.15	\$10.84	8.3%
Massachusetts	Yes	\$12.75	\$11.62	\$10.97	7.5%
Michigan	No**	\$9.65	\$10.44	\$9.24	12.0%
Minnesota	Yes	\$10.00	\$10.26	\$9.75	8.1%
Mississippi	No	\$7.25**	\$8.43	\$8.60	19.6%

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State	Policy Adoption Status	Current Minimum Wage		Value of the Nominal Minimum Wage Necessary for a \$10 COLA Minimum Wage	% of Parents With Children <3 Who Earn Less Than \$10 per Hour
	Yes/No	Current State Minimum Wage	Cost-of-Living Adjusted Minimum Wage		
Missouri	No**	\$9.45	\$10.64	\$8.88	11.1%
Montana	No**	\$8.65	\$9.27	\$9.33	15.8%
Nebraska	No**	\$9.00	\$10.06	\$8.95	17.1%
Nevada	No**	\$9.00	\$9.23	\$9.75	12.9%
New Hampshire	No	\$7.25**	\$6.84	\$10.60	8.5%
New Jersey	Yes	\$11.00	\$9.55	\$11.52	9.8%
New Mexico	No**	\$9.00	\$9.88	\$9.11	20.3%
New York	Yes	\$11.80	\$10.14	\$11.64	11.3%
North Carolina	No	\$7.25**	\$7.90	\$9.18	14.3%
North Dakota	No	\$7.25	\$8.00	\$9.06	14.6%
Ohio	No**	\$8.70	\$9.84	\$8.84	12.9%
Oklahoma	No	\$7.25	\$8.20	\$8.84	14.6%
Oregon	Yes	\$12.00	\$11.87	\$10.11	13.1%
Pennsylvania	No	\$7.25	\$7.44	\$9.75	12.2%
Rhode Island	Yes	\$11.50	\$11.58	\$9.93	5.0%
South Carolina	No	\$7.25**	\$7.96	\$9.11	12.2%
South Dakota	No**	\$9.30	\$10.58	\$8.79	15.7%
Tennessee	No	\$7.25**	\$8.06	\$8.99	14.1%
Texas	No	\$7.25	\$7.49	\$9.68	14.0%
Utah	No	\$7.25	\$7.51	\$9.66	10.9%
Vermont	Yes	\$10.96	\$10.64	\$10.30	13.2%
Virginia	No	\$7.25	\$7.11	\$10.20	10.0%
Washington	Yes	\$13.50	\$12.52	\$10.78	6.5%
West Virginia	No**	\$8.75	\$9.97	\$8.78	18.2%
Wisconsin	No	\$7.25	\$7.89	\$9.19	13.9%
Wyoming	No	\$7.25**	\$7.82	\$9.27	16.6%

** Yes/No Status: Denotes a state minimum wage higher than the federal minimum but less than \$10 an hour

** Current State Minimum Wage: Indicates no state minimum wage legislated or set below federal; the \$7.25 federal minimum wage applies to Fair Labor Standards Act covered workers.

Sources: **Policy adoption status and current state minimum wage:** state labor statutes and state labor department websites, as of October 1, 2020. **Cost-of-living adjusted minimum wage:** Bureau of Economic Analysis RPP, as of May 2020. **Value of nominal minimum wage necessary for \$10 COLA minimum wage:** state labor statutes and state labor department websites, as of October 1, 2020, and Bureau of Economic Analysis RPP, as of May 2020. **Parents who earn less than \$10 an hour:** 2017-2019 Current Population Survey, Annual Social and Economic Supplement (CPS ASEC) Public Use Microdata Sample (PUMS).

For additional information, please refer to the Methods and Sources section of pn3policy.org.