

2021 Prenatal-to-3 State Policy Roadmap

STATE MINIMUM WAGE

What progress have states made to adopt and fully implement a state minimum wage of \$10 or greater?

State	Policy Progress
Alabama	The current state minimum wage in Alabama is \$7.25. Because state statutes do not specify a state minimum wage, the minimum wage defaults to the federal minimum. In the last year, legislators proposed H.B. 461 to increase the minimum wage to \$10.00 effective January 1, 2022, but the bill failed. The tipped minimum wage in Alabama also defaults to the federal tipped minimum of \$2.13. Employers in Alabama can pay workers with disabilities a subminimum wage, and state statutes prohibit localities from enacting a minimum wage that is higher than the state minimum wage.
Alaska	The current state minimum wage in Alaska is \$10.34, which is adjusted annually for inflation. In the last year, legislators proposed H.B. 88 and S.B. 16 to increase the state minimum wage to \$15.00 effective January 1, 2022, but both bills failed. By law, Alaska's minimum wage must remain at least \$1.00 above the federal minimum wage. Employers must pay workers with disabilities the regular minimum wage, and Alaska state statutes do not allow employers to pay subminimum wages to tipped workers; as such, the current tipped minimum wage is also \$10.34.
Arizona	The current state minimum wage in Arizona is \$12.15, which increases annually for inflation. In the last year, legislators proposed S.B. 1758 to increase the minimum wage to \$20.00, but the bill failed. The tipped minimum wage in Arizona is \$9.15, set at \$3.00 less than the regular state minimum wage by statute, and the state technically permits employers to pay workers with disabilities less than the regular minimum wage. However, Arizona released a substantive policy statement in 2007 stating subminimum wage for workers with disabilities should not be permitted in most instances.
Arkansas	The current state minimum wage in Arkansas is \$11.00. In the last year, legislators did not introduce any bills to increase the minimum wage. The tipped minimum wage in Arkansas is set by state statute at \$2.63, and employers in Arkansas can pay workers with disabilities a subminimum wage. Arkansas state statute also prohibits localities from enacting a minimum wage that is higher than the state minimum wage.
California	The current state minimum wage in California is \$14.00. The tipped minimum wage is also \$14.00. One scheduled annual increase of \$1.00 remains that will set both the regular and tipped minimum wage to \$15.00 on January 1, 2022, and will be adjusted annually for inflation thereafter. In the last year, legislators did not introduce any bills to increase the state minimum wage; however, legislators proposed S.B. 639 to require employers to pay workers with disabilities the regular minimum wage by 2025. This bill passed the Senate, but was stalled as of August 1, 2021. Unless the legislation is enacted, employers will continue to be allowed to pay a subminimum wage to workers with disabilities.

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Colorado	The current state minimum wage in Colorado is \$12.32, which is adjusted annually for inflation. In the last year, legislators did not introduce any bills to increase the state minimum wage in Colorado. However, legislators passed and enacted S.B. 21-039 that will phase out and fully eliminate the subminimum wage for workers with disabilities by July 1, 2025. The tipped minimum wage is \$9.30, set by state statute at a level no more than \$3.02 below the regular minimum wage.
Connecticut	The current state minimum wage in Connecticut is \$13.00, with increases scheduled until June 1, 2023, when the wage will reach \$15.00 and will be adjusted annually for inflation thereafter. State statute indicates that the Labor Commissioner will recommend suspension of changes to the state minimum wage if the state experiences two consecutive quarters of negative growth. In the last year, legislators proposed H.B. 6339 to increase the state minimum wage to \$24.00 by January 1, 2031, but the bill failed. Legislators also proposed H.B. 6268, H.B. 5946, and H.B. 5947 to delay or suspend scheduled state minimum wage increases, but all of the bills failed. The tipped minimum wage in Connecticut is \$6.38, excluding bartenders who earn at least \$8.23, and employers in Connecticut can pay workers with disabilities a subminimum wage. In the last year, legislators proposed H.B. 6348 to eliminate the subminimum wage for tipped workers and for disabled workers, but the bill failed.
Delaware	In the past year, legislators passed and the governor enacted S.B. 15 to increase the minimum wage to \$10.50 in January 2022, with scheduled annual increases until 2025 when the wage will reach \$15.00. The current state minimum wage in Delaware is \$9.25. Legislators also proposed three bills (H.B. 94, H.S. 1, H.B. 266) that would set the tipped minimum wage as a set percentage of the regular minimum wage, but the bills failed. Therefore, the tipped minimum wage in the state remains at \$2.23, which is \$0.10 more than the federal tipped minimum wage. Legislators in both legislative bodies passed H.B. 122 to eliminate the subminimum wage for workers with disabilities, but, as of August 1, 2021, the bill was not signed by the governor before the state's legislative session ended.
District of Columbia	The current minimum wage in the District of Columbia is \$15.20 and the tipped minimum wage is \$5.05. Both are adjusted annually for inflation. State statute requires that the regular minimum wage always be set at least \$1.00 more than the federal minimum wage. In the last year, legislators did not introduce any bills to increase the minimum wage. Employers in the District of Columbia can pay workers with disabilities a subminimum wage.
Florida	Florida is one of three states to newly implement a state minimum wage of at least \$10.00 this year. In November 2020, Florida voters approved Amendment 2 which increased the state's minimum wage to \$10.00, effective September 30, 2021. The amendment will continue to increase the state's minimum wage annually by \$1.00, until the wage reaches \$15.00 on September 30, 2026. After this date, the minimum wage will be adjusted annually for inflation. Employers in Florida can pay workers with disabilities a subminimum wage, and the tipped minimum wage is \$6.98. Florida state statute prohibits localities from enacting a minimum wage that is higher than the state minimum wage. In the past year, legislators proposed S.B. 304 to remove the local minimum wage preemption, but the bill failed.
Georgia	Though state statute specifies a \$5.15 minimum wage, the state minimum wage defaults to the federal minimum. In the last year, legislators proposed two companion bills (H.B. 116, S.B. 24) to increase the state minimum wage to \$15.00 effective January 2, 2022, but the bills failed. Georgia state statutes do not set a tipped minimum wage, therefore the tipped minimum wage defaults to the federal, which is \$2.13. Employers in Georgia can pay workers with disabilities a subminimum wage, and Georgia state statute prohibits localities from enacting a minimum wage that is higher than the state—or in this

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	instance, the federal—minimum wage. In the last year, legislators proposed H.B. 499 to remove the local minimum wage preemption, but the bill failed.
Hawaii	The current state minimum wage in Hawaii is \$10.10. In the last year, legislators proposed eight bills (H.B. 4, H.B. 21, H.B. 600, H.B. 676, H.B. 1201, S.B. 285, S.B. 677, S.B. 965) to increase the state minimum wage. None of the bills progressed except for S.B. 676, which passed the Senate and would have increased the state minimum wage to \$12.00 effective July 1, 2022. The bill died, however, when Hawaii’s legislative session ended in April. Legislators did pass and enact one bill to phase out and fully eliminate the subminimum wage for workers with disabilities, by January 2022. Hawaii state statutes allow employers to pay tipped employees \$9.35 if the tipped employee earns at least \$17.10 when wages, tips, and the tip credit are added together. If not, then the tipped employee must be paid the standard minimum wage of \$10.10. In the last year, legislators proposed H.B. 28 to increase the tipped minimum wage, but the bill failed.
Idaho	The current state minimum wage in Idaho is \$7.25. Idaho state statute indicates the state minimum wage will either be \$7.25 or the federal minimum, whichever is higher. State statute also sets the tipped minimum wage at \$3.35. In the last year, legislators proposed S.B. 1028 to increase the minimum wage gradually with scheduled annual increases until it reaches \$15.00 effective July 1, 2023, but the bill failed. This bill also would have increased the tipped minimum wage gradually with scheduled annual increases until it reaches \$7.50 on July 1, 2023. Employers in Idaho can pay workers with disabilities a subminimum wage, and state statute prohibits localities from enacting a minimum wage that is higher than the state minimum wage.
Illinois	The current state minimum wage in Illinois is \$11.00, with annual increases scheduled until 2025, when the state minimum wage will reach \$15.00. In the past year, legislators proposed two bills (H.B. 3677, S.B. 2268) to delay the implementation of scheduled minimum wage increases, but both bills failed. The tipped minimum wage in Illinois is set by state statute to \$6.60, and it is scheduled to increase annually until it reaches \$9.00 on January 1, 2025. Employers in Illinois can pay workers with disabilities a subminimum wage. In the last year, legislators proposed S.B. 1627 requiring qualified not-for-profit agencies employing workers with disabilities to pay the regular state minimum wage, but the bill failed.
Indiana	The current state minimum wage in Indiana is set by state statute to equal the federal minimum, which is \$7.25. In the last year, legislators proposed three bills to gradually increase the wage with scheduled annual increases: H.B. 1345 would gradually increase it to \$11.00 effective December 31, 2022; S.B.106 and S.B. 334 would increase it to \$15.00 effective June 30, 2024 or January 1, 2028, respectively. All of the bills failed. The tipped minimum wage in Indiana is set by state statute to equal the federal tipped minimum, which is \$2.13. H.B. 1345 would also have gradually increased the tipped minimum wage, with scheduled annual increases up to \$6.85 on January 1, 2025, but the bill failed. Employers in Indiana can pay workers with disabilities a subminimum wage, and state statute prohibits localities from enacting a minimum wage that is higher than the state minimum wage. In the last year, legislators proposed a section in S.B. 334 to remove the local minimum wage preemption, but the bill failed.
Iowa	The current state minimum wage in Iowa is \$7.25. Iowa state statute indicates the state minimum wage will either be \$7.25 or the federal minimum, whichever is higher. In the last year, legislators proposed H.F. 122 to increase the state minimum wage gradually, with scheduled annual increases until it reaches \$13.20 on July 1, 2025, but the bill failed. The tipped minimum wage in Iowa is currently \$4.35, set by state statute at 60% of the regular minimum wage. Employers in Iowa can pay workers with disabilities

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	a subminimum wage, and state statute prohibits localities from enacting a minimum wage higher than the state minimum wage. In addition to proposing an increase to the state minimum wage, H.F. 122 also would have removed the local minimum wage preemption.
Kansas	The current state minimum wage in Kansas is \$7.25, as designated by state statute. In the last year, legislators proposed three bills to increase the state minimum wage annually until it reaches \$15.00 on January 1, 2027 (H.B. 2033, S.B. 291), and \$17.25 effective January 1, 2031 (H.B. 2018). All of the bills failed. The tipped minimum wage in Kansas is \$2.13, set equal to the federal tipped minimum by state statute. H.B. 2018 also would have increased the tipped minimum wage annually by \$1.00 until it reaches \$12.13 on January 1, 2031, but the bill failed. Employers in Kansas can pay workers with disabilities a subminimum wage, and state statute prohibits localities from enacting a minimum wage that is higher than the state minimum wage. In the last year, legislators proposed H.B. 2305 to remove the local minimum wage preemption, but the bill failed.
Kentucky	The current state minimum wage in Kentucky is \$7.25. State statute indicates it will either be \$7.25 or the federal minimum, whichever is higher. In the last year, legislators proposed four bills to gradually increase the state minimum wage, with scheduled annual increases until it reaches \$15.00 effective July 1, 2028 (H.B. 34, B.R. 314) or July 1, 2026 (B.R. 498, S.B. 41). All of the bills failed. The tipped minimum wage in Kentucky is \$2.13, set equal to the federal tipped minimum by state statute. Legislators also proposed sections of bills to increase the tipped minimum wage annually until it reaches \$4.90 on July 1, 2024 (H.B. 34, B.R. 314) and \$7.25 on July 1, 2026 (B.R. 498, S.B. 41), but all of the bills failed. Employers in Kentucky can pay workers with disabilities a subminimum wage, and state statute prohibits localities from enacting a minimum wage that is higher than the state minimum wage. In the last year, legislators proposed S.B. 18 to phase out all subminimum wages for workers with disabilities, and proposed H.B. 358 and H.B. 2305 to remove the local minimum wage preemption, but all of the bills failed.
Louisiana	The current state minimum wage in Louisiana is \$7.25. Because state statutes do not specify a state minimum wage, the minimum wage defaults to the federal minimum. Similarly, the tipped minimum wage defaults to the federal tipped minimum of \$2.13. In the last year, legislators proposed two bills to increase the state minimum wage to \$15.00 in 2022 (S.B. 49) and to \$15.00 by 2026 after a series of scheduled increases (S.B. 7). S.B. 7 failed. S.B. 49 left its original committee but failed to progress any further. Employers in Louisiana can pay workers with disabilities a subminimum wage, and state statute prohibits localities from enacting a minimum wage that is higher than the state minimum wage.
Maine	The current state minimum wage in Maine is \$12.15, and it is adjusted annually for inflation. In the last year, legislators proposed one bill, L.D. 1279, to increase the state minimum wage, with scheduled annual increases until it reaches \$16.00 in 2025, but the bill failed. Employers in Maine must pay workers with disabilities the regular minimum wage, but the tipped minimum wage in Maine is \$6.08. This amount is \$3.85 higher than the federal tipped minimum of \$2.13. In the last year, legislators also proposed two bills (L.D. 774, L.D. 1453) to preempt localities' ability to set minimum wages higher than that of the state, but both bills failed.

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Maryland	The current state minimum wage in Maryland is \$11.75, with scheduled annual increases until January 1, 2025, when the wage will reach \$15.00. By law, Maryland's minimum wage will be set at the federal minimum wage if the federal wage surpasses the minimum set by the state. In the last year, legislators did not introduce any bills to increase the state minimum wage. Employers in Maryland must pay workers with disabilities the regular minimum wage, but employers can pay tipped workers a subminimum tipped minimum wage set at \$3.63. This amount is \$1.50 higher than the federal tipped minimum of \$2.13.
Massachusetts	The current state minimum wage in Massachusetts is \$13.50, with scheduled annual increases until the wage reaches \$15.00 on January 1, 2023. In the last year, legislators did not introduce any bills to increase the state minimum wage. Employers in Massachusetts can pay workers with disabilities a subminimum wage, and the tipped minimum wage in Massachusetts is \$5.55, with scheduled increases until the tipped minimum wage reaches \$6.75 on January 1, 2023. In the last year, legislators proposed two bills (H.B. 1971, S.B. 1213) to eliminate the subminimum wage for tipped workers, but both bills failed.
Michigan	The current state minimum wage in Michigan is \$9.65, and it is scheduled to increase until the wage reaches \$12.05 in 2030. The scheduled increases will not take place, however, if the unemployment rate for the state is 8.5% or greater for the year preceding the year of the prescribed increase. In 2021, the Michigan minimum wage did not increase to \$9.87 as scheduled because the unemployment rate was greater than 8.5% in the prior year. In the last year, legislators proposed H.B. 4413 to increase the state minimum wage gradually, with annual increases until it reaches \$15.00 effective January 1, 2026, but the bill failed. Employers in Michigan can pay workers with disabilities a subminimum wage, and the tipped minimum wage in Michigan is currently \$3.67, which is set at 38% of the regular minimum wage. Michigan state statute prohibits localities from enacting a minimum wage that is higher than the state minimum wage.
Minnesota	The current state minimum wage in Minnesota is \$10.08, which is set to adjust annually for inflation. In the last year, legislators proposed S.F. 2031 that would increase the wage to \$17.00 for large employers and \$15.00 for small employers effective August 1, 2021; H.F. 1861, H.F. 1925, S.F. 1439, S.F. 1440 would legislate the same minimum wage for large and small employers, effective August 1, 2026. All of the bills failed. Tipped workers in Minnesota must be paid the regular minimum wage; as such, the tipped minimum wage is \$10.08. In the last year, legislators proposed H.F. 770, H.F. 1833, and S.F. 1911 that would require tipped workers to be paid \$8.00 if they earn sufficient tips to average \$12.00 per hour for the workweek, or be paid a wage that would result in the sum of the wages plus tips averaging \$12.00, but the bills failed. Employers in Minnesota can pay some workers with disabilities less than the minimum wage; however, Minnesota Rule 5200.0040 states that disabled and nondisabled people should be paid the same wage for the same work. In the last year, legislators proposed H.F. 1113 and S.F. 445 to implement a preemption on localities setting a higher minimum wage, but both bills failed.
Mississippi	The current state minimum wage in Mississippi is \$7.25. Because state statutes do not specify a state minimum wage, the current state minimum wage defaults to the federal minimum. In the last year, legislators proposed eleven bills to increase the state minimum wage. Six of the bills would gradually increase the minimum wage with scheduled annual increases: to \$10.00 effective July 1, 2024 (S.B. 2425, S.B. 2303), to \$10.00 effective January 1, 2025 (H.B. 1260, H.B. 1261), to \$15.00 effective July 1, 2026 (H.B. 343), and to \$15.00 effective January 1, 2024 (S.B. 2079). Five of the bills would increase the minimum wage to a specific value once enacted: to \$8.25 (H.B. 222), \$9.00 (H.B. 738), \$10.00

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	(H.B. 366, H.B. 1109), \$12.00 (H.B. 654). All of the bills failed. The state's tipped minimum wage defaults to the federal tipped minimum wage of \$2.13. Legislators proposed H.B. 1261, which included a provision prohibiting employers from using a tip credit greater than 50% of the state minimum wage, but the bill failed. Employers in Mississippi can pay workers with disabilities a subminimum wage, and state statute prohibits localities from enacting a minimum wage that is higher than the state minimum wage.
Missouri	Missouri is one of three states to newly implement a state minimum wage of at least \$10.00 this year. Missouri's minimum wage increased on January 1, 2021 from \$9.45 to \$10.30. This wage will increase annually, until it reaches \$12.00 on January 1, 2023. Beginning in January 1, 2024, the state minimum wage will be adjusted annually for inflation. In the last year, legislators proposed H.B. 979, H.B. 1051, and S.B. 407 to increase the minimum wage with scheduled annual increases until it reaches \$15.00 effective January 1, 2026, and legislators proposed H.B. 726 to remove existing scheduled minimum wage increases. All of the bills failed. The tipped minimum wage in Missouri is \$5.15, set to at least 50% of the regular minimum wage. Employers in Missouri can pay workers with disabilities a subminimum wage, and state statutes prohibit localities from enacting a minimum wage that is higher than the state minimum wage. In the last year, legislators also proposed H.B. 409 to remove the local minimum wage preemption, but the bill failed.
Montana	The current state minimum wage in Montana is \$8.75, with annual adjustments made for inflation. In the last year, legislators proposed three bills to increase the state minimum wage to \$10.00 effective July 1, 2021 (H.B. 486) and to \$15.00 on January 1st following the bill's enacted date (H.B. 284). S.B. 187 would have increased the state minimum wage gradually with scheduled annual increases up to \$12.00 effective January 1, 2024. All of the bills failed. Employers in Montana can pay workers with disabilities a subminimum wage, but state statutes do not allow employers to pay subminimum wages to tipped workers; as such, the current tipped minimum wage is also \$8.75, with annual adjustments for inflation.
Nebraska	The current state minimum wage in Nebraska is \$9.00. In the last year, legislators proposed L.B. 480 to increase the state minimum wage gradually until it reaches \$20.00 effective January 1, 2032, but the bill failed. Employers in Nebraska can pay workers with disabilities a subminimum wage, and the tipped minimum wage in Nebraska defaults to the federal tipped minimum wage of \$2.13. In the last year, legislators proposed L.B. 122 to eliminate the tipped minimum wage, but the bill failed.
Nevada	In Nevada, the state minimum wage is tiered. The minimum wage is \$8.75 for employees who are offered health insurance, and \$9.75 for employees who are not. The minimum wage is scheduled to increase annually for both tiers until it reaches \$11.00 and \$12.00, respectively, in 2024. The Nevada Constitution also allows for annual indexing based on inflation. In the last year, legislators passed A.J.R. 10 to place an item on the 2022 voter ballot to establish a universal \$12.00 minimum wage effective July 1, 2024, regardless of health insurance status, and eliminate annual indexing of the minimum wage for cumulative inflation. Employers in Nevada can pay workers with disabilities a subminimum wage, but state statutes do not allow employers to pay subminimum wages to tipped workers. Therefore, like the regular state minimum wage, the current tipped minimum wage is \$8.75 if the employee is offered health insurance and \$9.75 if the employee is not offered health insurance, with scheduled annual increases up to \$11.00 and \$12.00, respectively, effective July 1, 2024.

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New Hampshire	The current state minimum wage in New Hampshire is \$7.25. The state's minimum wage is set by statute to the federal minimum. In the last year, legislators proposed three bills to increase the state minimum wage gradually, with scheduled annual increases until it reaches \$15.00 effective January 1, 2024 (H.B. 517), \$12.00 effective January 1, 2024 (S.B. 136), and to \$22.50 effective 60 days after bill enactment (H.B. 107). All of the bills failed. Employers in New Hampshire must pay workers with disabilities the regular minimum wage, but the tipped minimum wage in New Hampshire is \$3.26, set at 45% of the regular minimum wage.
New Jersey	The current state minimum wage in New Jersey is \$12.00, with scheduled increases until the state minimum wage reaches \$15.00 in 2024. State statute also indicates that the minimum wage will be adjusted thereafter based inflation. In the last year, legislators did not introduce any bills to increase the state minimum wage. The tipped minimum wage in New Jersey is \$4.13, with a scheduled increase to \$5.13 effective January 1, 2022, and annual indexing based on inflation beginning January 1, 2025. From January 1, 2024 onward, the New Jersey tipped minimum wage will be set at a value of \$9.87 below the regular minimum wage, and employers in New Jersey can pay workers with disabilities a subminimum wage.
New Mexico	New Mexico is one of three states to newly implement a state minimum wage of at least \$10.00 this year. The minimum wage increased from \$9.00 to \$10.50 on January 1, 2021, due to a previously scheduled annual increase. The state minimum wage will continue to increase annually until it reaches \$12.00 in 2023. In the last year, legislators proposed H.B. 110 to increase the state minimum wage with scheduled annual increases up to \$15.00 effective January 1, 2025. The bill left committee, but failed to progress further. The tipped minimum wage in New Mexico is \$2.55, with scheduled increases until it reaches \$3.00 effective January 1, 2023. In the last year, legislators proposed H.B. 214 to repeal the subminimum wage for workers with disabilities. The bill passed the House, but failed to progress further in the legislative process. As a result, employers in New Mexico can pay workers with disabilities a subminimum wage.
New York	The minimum wage in most of New York state is \$12.50, and will be adjusted annually for inflation beginning in 2021 until the rate reaches \$15.00. State law establishes a separate minimum wage set to \$15.00 for Long Island, Westchester County, and New York City. In the last year, legislators proposed A 7503 and A 7111 to increase the minimum wage for the remainder of New York state workers to \$15.00 by 2024, and adjust that wage annually for inflation, but both bills failed. The tipped minimum wage in New York is set equal to the greater of \$8.35 or two-thirds the regular minimum wage, with annual indexing starting December 31, 2021. This tipped wage applies to all tipped workers except those in the fast-food industry, who are subject to a separate minimum wage schedule, and tipped workers in Long Island and Westchester County, who receive a tipped minimum wage of \$9.35, and tipped workers in New York City, who receive a tipped wage of \$10.00. In the last year, legislators introduced A 457 to eliminate the tipped subminimum wage by January 2023, but the bill failed. Employers in New York can pay workers with disabilities a subminimum wage.
North Carolina	North Carolina's statutes specify either a \$6.15 minimum wage or the federal minimum, whichever is higher. As a result, the current state minimum wage defaults to the federal minimum of \$7.25. In the last year, legislators proposed four bills to increase the state minimum wage gradually, with scheduled annual increases up to \$15.00 effective January 1, 2023 (H.B. 612, H.B. 891, S.B. 673) or effective January 1, 2026 (S.B. 447), but the bills failed. Employers in North Carolina can pay workers with disabilities a subminimum wage, and the tipped minimum wage in North Carolina is set equal to the federal tipped minimum wage, which is \$2.13. Legislators proposed H.B. 891, S.B. 447, and S.B. 673 that

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	would increase and phase out the tipped minimum wage by 2025 and repeal the subminimum wage for workers with disabilities, but the bills failed. North Carolina state statute prohibits localities from enacting a minimum wage that is higher than the state minimum wage.
North Dakota	The current state minimum wage in North Dakota is \$7.25, as designated by state statute. In the last year, legislators proposed H.B. 1341 to increase the state minimum wage gradually, with scheduled annual increases until it reaches \$15.00 effective August 1, 2027. The bill left committee, but it failed to progress further in the legislative process. Employers in the state can pay workers with disabilities a subminimum wage, and the tipped minimum wage in North Dakota is \$4.86, set at 67% of the regular minimum wage. North Dakota state statute prohibits localities from enacting a minimum wage that is higher than the state minimum wage.
Ohio	The current state minimum wage in Ohio is \$8.80, with annual adjustments for inflation. In the last year, legislators proposed two bills to increase the minimum wage gradually until it reaches \$15.00 on January 1, 2025 (S.B. 51) or on January 1, 2027 (H.B. 69), but both bills failed. Employers in Ohio can pay workers with disabilities a subminimum wage, and the tipped minimum wage is \$4.40, set at 50% of the regular minimum wage. Ohio state statute prohibits localities from enacting a minimum wage higher than the state minimum wage. Legislators proposed H.B. 52 in the last year to remove the local minimum wage preemption, but the bill failed.
Oklahoma	The current state minimum wage in Oklahoma is set by state statute at the federal minimum, which is currently \$7.25. In the last year, legislators proposed four bills to increase the state minimum wage gradually, until it reaches \$15.00 on January 1, 2026 (S.B. 332); \$13.00 effective January 1, 2024 (H.B. 1614); \$10.50 effective January 1, 2022 (S.B. 161); and \$10.00 effective January 1, 2024 (S.B. 125), but all of the bills failed. Employers in Oklahoma can pay workers with disabilities a subminimum wage, and the tipped minimum wage is \$2.13, which is the federal minimum for tipped workers. Oklahoma state statute prohibits localities from enacting a minimum wage that is higher than the state minimum wage; however, legislators proposed two bills (H.B. 1603, S.B. 101) in the last year to remove the local minimum wage preemption. Both bills failed.
Oregon	Oregon state statutes set the minimum wage based on the geographic region the employee works. The state's standard minimum wage is \$12.75, the minimum wage in the Portland Urban Growth Boundary is \$14.00, and the minimum wage for designated non-urban counties is \$12.00. Each of these wages is scheduled to increase on July 1, 2022 to \$13.50, \$14.75, and \$12.50 respectively, after which each wage will adjust annually for inflation. In the last year, legislators proposed H.B. 3351 to increase the minimum wage for all geographic areas to \$17.00 effective July 1, 2022, but the bill failed. Employers in Oregon cannot pay tipped workers a subminimum wage. Oregon is also in the process of phasing out the subminimum wage for individuals with disabilities, and on July 1, 2023 all employers must pay the regular minimum wage to workers with disabilities. Oregon state statute also prohibits localities from enacting a minimum wage that is higher than those already delineated by the state.
Pennsylvania	The current state minimum wage in Pennsylvania is \$7.25. Pennsylvania state statute indicates the state minimum wage will either be \$7.25 or the federal minimum, whichever is higher. In the last year, legislators proposed seven bills to increase the state minimum wage. Five bills would increase the wage gradually with scheduled annual increases: to \$12.00 effective July 1, 2021 (S.B. 625); to \$15.00 effective January 1, 2022 (H.B. 2721); and to \$15.00 effective July 1, 2027 (H.B. 15, H.B. 345, S.B. 12). S.B. 672 would increase the state minimum wage to \$10.00 effective January 1, 2022, and H.B. 1646 would add a question to the ballot on increasing the minimum wage to \$15.00. All of the bills failed.

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	Employers in Pennsylvania can pay workers with disabilities a subminimum wage, and the tipped minimum wage in Pennsylvania is \$2.83. Pennsylvania state statute prohibits localities from enacting a minimum wage that is higher than the state minimum. Legislators proposed H.B. 2721 and S.B. 332 which would have increased the tipped minimum wage, and H.B. 923 and H.B. 2659 which would have removed the local minimum wage preemption, but all the bills failed.
Rhode Island	The current state minimum wage in Rhode Island is \$11.50. This past year, legislators passed and the governor enacted H.B. 5130/S.B. 1 to increase the state minimum wage to \$12.25 effective January 1, 2022, with scheduled annual increases until the minimum wage reaches \$15.00 effective January 1, 2025. Legislators proposed six other bills (H.B. 5938, H.B. 5939, S.B. 77, S.B. 143, S.B. 545, S.B. 689) to increase the state minimum wage, but all the bills failed. The tipped minimum wage in Rhode Island is \$3.89, and employers in Rhode Island can pay workers with disabilities a subminimum wage. In the last year, legislators proposed H.B. 6012 and S.B. 689 to increase or eliminate the tipped minimum wage, and proposed S.B. 947 to eliminate the subminimum wage for workers with disabilities, but all the bills failed. Rhode Island state statutes prohibit localities from enacting a minimum wage that is higher than the state minimum.
South Carolina	The current state minimum wage in South Carolina defaults to the federal minimum of \$7.25 and the tipped minimum defaults to the federal tipped minimum of \$2.13, because neither wage is specified in state statutes. In the last year, legislators proposed nine bills to increase the state minimum wage. Two bills would increase the wage gradually to \$10.10 effective January 1, 2025 (H.B. 3018) and to \$15.00 effective January 1, 2024 (H.B. 3184). Four bills would increase the state minimum wage to a specific value: to \$13.00 effective once enacted (H.B. 3480), to \$15.00 effective once enacted (H.B. 3341, S.B. 634), and to \$17.00 effective January 1, 2022 (H.B. 3675). S.B. 159 would increase the state minimum wage to \$1.00 above the federal minimum wage and S.B. 343 would increase the state minimum wage to \$2.00 above the federal minimum wage. Finally, S.J.R. 633 would add a question to the ballot to increase the state minimum wage to \$15.00. All of the bills failed. Employers in South Carolina can pay workers with disabilities a subminimum wage, however, legislators proposed S.J.R 533 to repeal the subminimum wage for workers with disabilities. The bill passed the Senate, but failed. South Carolina state statute prohibits localities from enacting a minimum wage that is higher than the state minimum.
South Dakota	The current state minimum wage in South Dakota is \$9.45, with annual adjustments for inflation. In the last year, legislators did not introduce any bills to increase the state minimum wage. Employers in South Dakota can pay workers with disabilities a subminimum wage, and the tipped minimum wage in South Dakota is \$4.73. This amount is set to 50% of the regular minimum wage, and it is also adjusted annually for inflation.
Tennessee	The current state minimum wage in Tennessee is \$7.25. Because state statutes do not specify a state minimum wage, the current state minimum wage defaults to the federal minimum of \$7.25. Similarly, the tipped minimum wage defaults to the federal tipped minimum wage of \$2.13. In the last year, legislators proposed four bills to increase the state minimum wage. H.B. 1577 and S.B. 195 would increase the minimum wage to \$12.00 effective January 1, 2022; H.B. 797 and S.B. 550 would increase the state minimum wage gradually, with scheduled annual increases up to \$12.00 effective January 1, 2025. All of the bills failed. Tennessee state statute prohibits localities from enacting a minimum wage that is higher than the state minimum, and employers in Tennessee can pay workers with disabilities a subminimum wage. In the last year, legislators proposed S.B. 1292 to repeal the subminimum wage for workers with disabilities, but the bill failed.

State	Policy Progress
Texas	<p>The current state minimum wage in Texas is \$7.25, and it is set by state statute to the federal minimum. In the last year, legislators proposed seven bills to increase the state minimum wage. Two bills would increase the minimum wage, with scheduled annual increases up to \$15.00 effective January 1, 2023 (H.B. 615), and up to \$14.00 effective January 1, 2024 (H.B. 1827). Five bills would increase the minimum wage to \$12.00 effective September 1, 2021 (H.B. 383), to \$15.00 effective September 1, 2021 (H.B. 731, H.B. 1917, H.B. 4484), and to \$15.00 effective December 1, 2021 (H.B. 42). All of the bills failed. Employers in Texas can pay workers with disabilities a subminimum wage, and the tipped minimum wage defaults to the federal tipped minimum wage of \$2.13. State statutes prohibit localities from enacting a minimum wage that is higher than the state minimum, but in the last year, legislators proposed two bills (H.B. 224, S.B. 389) to remove the local minimum wage preemption. Both bills failed.</p>
Utah	<p>The current state minimum wage in Utah is \$7.25. The state's minimum wage is set by state statute to the federal minimum. In the last year, legislators proposed two bills to increase the state minimum wage gradually, with scheduled annual increases up to \$11.75 effective July 1, 2027 (H.B. 361), and up to \$15.00 effective July 1, 2025 (H.B. 284), but both bills failed. Utah state statutes prohibit localities from enacting a minimum wage that is higher than the state minimum. Employers in Utah can pay workers with disabilities a subminimum wage, and the tipped minimum wage in Utah defaults to the federal tipped minimum wage of \$2.13.</p>
Vermont	<p>The current state minimum wage in Vermont is \$11.75. The state minimum wage will increase on January 1, 2022 to \$12.55, with annual adjustments by either 5% or the percentage increase of the Consumer Price Index, whichever is smaller, effective January 1, 2023 thereafter. In the last year, legislators proposed H.B. 258 and S.B. 52 to increase the state minimum wage to \$15.00 by 2025, and H.B. 42 to create a two-tiered minimum wage based on whether the employer offers health insurance, but all the bills failed. The tipped minimum wage in Vermont is \$5.88, set to 50% of the regular minimum wage. It is scheduled to increase to \$6.28 effective January 1, 2023, and will be adjusted for inflation thereafter. Though Vermont has not made a legislative change around the subminimum wage for workers with disabilities, in 2002 Vermont closed its last sheltered workshop that paid workers with disabilities a subminimum wage.</p>
Virginia	<p>In April 2020, legislators passed legislation to increase the state's minimum wage. On May 1, 2021, the first increase went into effect and increased Virginia's minimum wage from \$7.25 to its current value of \$9.50. On January 1, 2022, the minimum wage will increase to \$11.00, with three additional scheduled annual increases until January 1, 2026, when the minimum wage will reach \$15.00. Annual adjustments for inflation will follow thereafter. Notably, the legislature must reauthorize the increases to \$13.50 and \$15.00, scheduled to occur in 2025 and 2026, respectively. In the last year, legislators did not propose any bills to increase the state minimum wage. However, legislators proposed one bill, H.B. 2270, to postpone the effective date of scheduled increases of the state minimum wage, but the bill failed. Employers in Virginia can pay workers with disabilities a subminimum wage, and the tipped minimum wage in Virginia defaults to the federal tipped minimum wage of \$2.13.</p>
Washington	<p>The current state minimum wage in Washington is \$13.69, with scheduled annual adjustments for inflation. Employers in Washington must also pay the regular minimum wage to tipped workers. In the last year, legislators did not introduce any bills to increase the state minimum wage; however, legislators passed and signed S.B. 5284 into law that phases out and fully eliminates the subminimum wage for workers with disabilities by August 2023.</p>

State	Policy Progress
West Virginia	The current state minimum wage in West Virginia is \$8.75. In the last year, legislators proposed three bills to increase the minimum wage gradually, with annual scheduled increases until it reaches \$15.00 effective January 1, 2025 (H.B. 2840); September 30, 2027 (H.B. 3041); or January 1, 2028 (H.B. 3056). All three of the bills failed. Employers in West Virginia can pay workers with disabilities a subminimum wage, and the tipped minimum wage in West Virginia is \$2.63, set at 30% of the regular minimum wage. In the last year, legislators proposed H.B. 2907 to prohibit localities from setting minimum wages that are higher than the state's, but the bill failed.
Wisconsin	The current state minimum wage in Wisconsin is \$7.25, as designated by state statute. In the last year, legislators proposed S.B. 452 to increase the state minimum wage to \$10.15 one year after the bill's effective date, and to \$15.00 two years after the bill's effective date, but the bill failed. Wisconsin state statutes prohibit localities from enacting a minimum wage that is higher than the state minimum. Employers in Wisconsin can pay workers with disabilities a subminimum wage, and the tipped minimum wage in Wisconsin is \$2.33. S.B. 452 would also have repealed the separate tipped minimum wage and repealed the local minimum wage preemption, but the bill failed.
Wyoming	The current state minimum wage in Wyoming is \$7.25. Though state statute specifies a \$5.15 minimum wage, the state minimum wage defaults to the federal minimum. In the last year, legislators proposed H.B. 206 to increase the state minimum wage to \$15.00 effective July 1, 2021, but the bill failed. Employers in Wyoming can pay workers with disabilities a subminimum wage, and the tipped minimum wage defaults to the federal tipped minimum wage of \$2.13. H.B. 206 would have also repealed the separate minimum wage for tipped workers, but the bill failed.

Find additional information on the [methods and sources](#) used throughout the Roadmap and for each state.