

2023 Prenatal-to-3 State Policy Roadmap

Methods and Sources

Effective Policies

STATE MINIMUM WAGE

What is state minimum wage and why is it important?

All references for this section are provided in the Notes and Sources section at the bottom of each webpage. Additionally, search the [Prenatal-to-3 Policy Clearinghouse](#) for an ongoing inventory of rigorous evidence reviews, including more information on state minimum wages.

What impact do state minimum wage increases have?

The following studies meet standards of strong causal evidence to demonstrate the impacts of state minimum wages for the health and wellbeing of young children and their families:

- A. Bullinger, L. (2017). The effect of minimum wages on adolescent fertility: A nationwide analysis. *American Journal of Public Health*, 107(3), 447–452. <https://doi.org/10.2105/AJPH.2016.303604>
- B. Dube, A. (2019). Minimum wages and the distribution of family incomes. *American Economic Journal*, 11(4), 268–304. <https://doi.org/10.1257/app.20170085>
- C. Godøy, A. & Reich, M. (2021). Are minimum wage effects greater in low-wage areas? *Industrial Relations*, 60(1), 36–83. <https://doi.org/10.1111/irel.12267>
- D. Jalali, A. (2018). *The minimum wage and infant mortality*. University of Utah, Department of Economics. <https://dx.doi.org/10.2139/ssrn.3308213>
- E. Komro, K., Livingston, M., Markowitz, S., & Wagenaar, A. (2016). The effect of an increased minimum wage on infant mortality and birth weight. *American Journal of Public Health*, 106(8), 1514–1516. <https://doi.org/10.2105/AJPH.2016.303268> <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4940666/>
- F. Neumark, D. & Wascher, W. (2011). Does a higher minimum wage enhance the effectiveness of the earned income tax credit? *Industrial and Labor Relations Review*, 64(4), 712–746. <https://doi.org/10.1177%2F001979391106400405>
- G. Raissian, K.M., & Bullinger, L.R. (2017). Money matters: Does the minimum wage affect child maltreatment rates? *Children and Youth Services Review*, 72, 60–70. <https://doi.org/10.1016/j.childyouth.2016.09.033>
- H. Wehby, G., Dave, D., & Kaestner, R. (2020). Effects of the minimum wage on infant health. *Journal of Policy Analysis and Management*, 39(2), 411–443. <https://doi.org/10.1002/pam.22174>
- I. Wehby, G., Kaestner, R., Lyu, W., & Dave, D. (2020). *Effects of the minimum wage on child health* (No. w26691). National Bureau of Economic Research. <https://www.nber.org/papers/w26691.pdf>

- J. Godøy, A., Reich, M., & Allegretto, S. (2019). *Parental labor supply: Evidence from minimum wage changes*. University of California, Berkeley, Institute for Research on Labor and Employment. <https://irle.berkeley.edu/parental-labor-supply-evidence-from-minimum-wage-changes/>
- K. Averett, S., Smith, J., & Wang, Y. (2020). Minimum wages and the health of immigrants' children. *Applied Economics Letters*, 1-8. <https://doi.org/10.1080/13504851.2020.1784832>
Working Paper: Averett, S., Smith, J., & Wang, Y. (2019). *Minimum wages and the health and access to care of immigrants' children*. Institute of Labor Economics Discussion Paper No. 12606. <https://www.iza.org/publications/dp/12606/minimum-wages-and-the-health-and-access-to-care-of-immigrants-children>
- L. DeFina, R. (2008). The impact of state minimum wages on child poverty in female-headed families. *Journal of Poverty*, 12(2), 155–174. <https://doi.org/10.1080/10875540801973542>
- M. National Academies of Sciences, Engineering, and Medicine. (2019). *A roadmap to reducing child poverty*. Washington, DC: The National Academies Press. <https://doi.org/10.17226/25246>
- N. Andrea, S., Messer, L., Marino, M., Goodman, J., & Boone-Heinonen, J. (2020). The tipping point: Could increasing the subminimum wage reduce poverty-related antenatal stressors in US women? *Annals of Epidemiology*, 45, 47-53. <https://doi.org/10.1016/j.annepidem.2020.03.007>
- O. Andrea, S., Messer, L., Marino, M., Goodman, J., & Boone-Heinonen, J. (2020). A nationwide investigation of the impact of the tipped worker subminimum wage on infant size for gestational age. *Preventive Medicine*, 133, 1-7. <https://doi.org/10.1016/j.ypmed.2020.106016>
- P. Lenhart, O. (2021). The effects of minimum wages on teenage birth rates. *Economics Letters*, 198, 1-6. <https://doi.org/10.1016/j.econlet.2020.109670>
- Q. Livingston, M., Woods-Jaeger, B., Spencer, R., Lemon, E., Walker, A., Komro, Kelli. (2021). Association of State Minimum Wage Increases with Child Maltreatment. *Journal of Interpersonal Violence*, Vol. 0(0) 1-11. <https://doi.org/10.1177/08862605211056727>
- R. Dworsky, M., Eibner, C., Nie, X., Wenger, J. (2021). The Effect of the Minimum Wage on Employer-Sponsored Insurance for Low-Income Workers and Dependents. *American Journal of Health Economics* Vol. 8(1). <https://doi.org/10.1086/716198>
- S. Morrissey, T. (2023). The minimum wage and parent time use. *Review of Economics of the Household*. <https://doi.org/10.1007/s11150-022-09638-2>
- T. Ash, M., Livingston, M., Komro, K., Spencer, R., Walker, A., & Woods-Jaeger, B. (2023). The Impact of Increased Minimum Wage on Child Neglect Varies by Developmental Age of Child. *Journal of Interpersonal Violence*. <https://doi.org/10.1177/08862605221150458>

What progress have states made in the last year to adopt and fully implement a state minimum wage of \$10.00 or greater?

State labor statutes, state administrative codes, ballot initiatives, and other relevant government documents were used as the sources to evaluate states' progress toward adopting and fully implementing a minimum wage of \$10.00 or greater. The sources and detailed methodology used to assess a state's current minimum wage, subminimum wage for tipped workers and workers with disabilities, scheduled minimum wage increases, and

preemption laws can be found within the next section (measures 1, 3, 4, 5 and 6). All other sources used to assess states' progress can be found below.

We also performed an electronic search using Quorum State between September 15, 2022 and August 15, 2023 to assess legislative progress pertaining to the state minimum wage. For states that were still in legislative session on August 15, 2023, we continued to track their legislative progress until October 1, 2023. The main search strategy used combinations of keywords for proposals to increase the regular state minimum wage (minimum wage, OR minimum wage rate, OR minimum hourly rate, OR fair wage, OR living wage, OR "every employer shall pay to each employee"); to increase the tipped minimum wage ("tipped minimum wage" OR "tipped hourly rate" OR gratuity WITHIN 10 OF minimum wage OR gratuity WITHIN 10 OF hourly rate, OR hourly wage WITHIN 5 of tipped employee, OR minimum wage AND tip credit); to increase the minimum wage for workers with disabilities ("subminimum wage" OR 14c AND (minimum wage OR minimum hourly rate), OR minimum wage AND disability, OR exemptions WITHIN 5 of minimum wage); or impact the ability of localities to increase the state minimum wage ("local minimum wage" OR political subdivision WITHIN 5 OF "minimum wage" OR locality WITHIN 5 OF "minimum wage"). Research staff conducted searches, analyzed results for relevant state legislation, and summarized progress states made towards adopting and fully implementing increases in the state minimum wage.

This section also contains the sources for the information presented in the individual state Roadmaps.

Sources:

State	Sources
All States	1. The Fair Labor Standards Act of 1938, as amended, 29 U.S.C. §201, et. seq. (2011).
Alabama	(No additional sources)
Alaska	(No additional sources)
Arizona	1. S.C.R. 1012, 56th Leg., 1st Reg. Sess., (Ariz. 2023). 2. H.B. 2127, 56th Leg., 1st Reg. Sess., (Ariz. 2023). 3. H.B. 2240, 56th Leg., 1st Reg. Sess., (Ariz. 2023).
Arkansas	(No additional sources)
California	(No additional sources)
Colorado	(No additional sources)
Connecticut	1. S.B. 1177, 2023 Leg., Reg. Sess., (Conn. 2023). 2. H.B. 6364, 2023 Leg., Reg. Sess., (Conn. 2023). 3. H.B. 6283, 2023 Leg., Reg. Sess., (Conn. 2023).
Delaware	1. H.B. 258, 152nd Leg., Reg. Sess., (Del. 2023).
District of Columbia	1. B25-0018, 25th Council, (D.C. 2023). 2. B25-0017, 25th Council, (D.C. 2023). 3. PR25-0056, 25th Council, (D.C. 2023).
Florida	1. S.B. 892, 2023 Leg., Reg. Sess., (Fla. 2023).
Georgia	(No additional sources)
Hawaii	1. S.C.R. 117, 32nd Leg., Reg. Sess., (Haw. 2023). 2. S.R. 129, 32nd Leg., Reg. Sess., (Haw. 2023). 3. H.B. 1288, 32nd Leg., Reg. Sess., (Haw. 2023). 4. H.B. 1372, 32nd Leg., Reg. Sess., (Haw. 2023). 5. S.B. 125, 32nd Leg., Reg. Sess., (Haw. 2023).
Idaho	1. H. 48, 2023 Leg., Reg. Sess., (Idaho 2023).
Illinois	1. H.B. 1793, 103rd Leg., Reg. Sess., (Ill. 2023). 2. S.B. 0293, 103rd Leg., Reg. Sess., (Ill. 2023). 3. H.B. 3395, 103rd Leg., Reg. Sess., (Ill. 2023). 4. H.B. 3898, 103rd Leg., Reg. Sess., (Ill. 2023).
Indiana	1. S.B. 0366, 2023 Leg., Reg., Sess., (Ind. 2023). 2. H.B. 1394, 2023 Leg., Reg., Sess., (Ind. 2023). 3. H.B. 1192, 2023 Leg., Reg., Sess., (Ind. 2023).
Iowa	1. H.F. 404, 90th Leg., Reg. Sess., (Iowa 2023).
Kansas	1. H.B. 2368, 2023-2023 Leg., Reg. Ses., (Kan. 2023). 2. S.B. 140, 2023-2023 Leg., Reg. Ses., (Kan. 2023). 3. S.B. 70, 2023-2023 Leg., Reg. Ses., (Kan. 2023).
Kentucky	1. H.B. 471, 2023 Leg., Reg. Sess., (Ky. 2023). 2. S.B. 32, 2023 Leg., Reg. Sess., (Ky. 2023).
Louisiana	1. S.B. 149, 2023 Leg., Reg. Sess., (La. 2023). 2. H.B. 374, 2023 Leg., Reg. Sess., (La. 2023).
Maine	1. L.D. 398, 131st Leg., Reg. Sess., (Me. 2023). 2. L.D. 1376, 131st Leg., Reg. Sess., (Me. 2023). 3. L.D. 1580, 131st Leg., Reg. Sess., (Me. 2023). 4. L.D. 1403, 131st Leg., Reg. Sess., (Me. 2023). 5. L.D. 998, 131st Leg., Reg. Sess., (Me. 2023).

State	Sources
	6. L.D. 855, 131st Leg., Reg. Sess., (Me. 2023).
Maryland	1. S.B. 0555, 445th Leg., Reg. Sess., (Md. 2023). 2. H.B. 1256, 445th Leg., Reg. Sess., (Md. 2023). 3. S.B. 0803, 445th Leg., Reg. Sess., (Md. 2023).
Massachusetts	1. S.B. 1200, 193rd Leg, Reg. Sess., (Mass. 2023). 2. H.B. 1953, 193rd Leg, Reg. Sess., (Mass. 2023). 3. H.B. 1872, 193rd Leg, Reg. Sess., (Mass. 2023). 4. H.B. 1925, 193rd Leg, Reg. Sess., (Mass. 2023).
Michigan	1. S.B. 1272, 2023-2024 Leg., Reg. Sess., (Mich. 2023). 2. S.B. 1233, 2023-2024 Leg., Reg. Sess., (Mich. 2023).
Minnesota	1. H.F. 776, 93rd Leg., Reg. Sess., (Minn. 2023). 2. S.F. 513, 93rd Leg., Reg. Sess., (Minn. 2023).
Mississippi	1. H.B. 96, 2023 Leg., Reg. Sess., (Miss. 2023). 2. H.B. 323, 2023 Leg., Reg. Sess., (Miss. 2023). 3. S.B. 2288, 2023 Leg., Reg. Sess., (Miss. 2023). 4. S.B. 2284, 2023 Leg., Reg. Sess., (Miss. 2023). 5. H.B. 583, 2023 Leg., Reg. Sess., (Miss. 2023). 6. H.B. 810, 2023 Leg., Reg. Sess., (Miss. 2023). 7. S.B. 2439, 2023 Leg., Reg. Sess., (Miss. 2023).
Missouri	1. H.B. 674, 102nd Leg., 1st Reg., Sess., (Mo. 2023). 2. H.B. 971, 102nd Leg., 1st Reg., Sess., (Mo. 2023). 3. S.B. 515, 102nd Leg., 1st Reg., Sess., (Mo. 2023).
Montana	1. H.B. 201, 2023 Leg., Reg. Sess., (Mont. 2023). 2. S.B. 259, 2023 Leg., Reg. Sess., (Mont. 2023).
Nebraska	1. L.B. 327, 108th Leg., Reg. Sess., (Neb. 2023). 2. L.B. 15, 108th Leg., Reg. Sess., (Neb. 2023).
Nevada	1. A.B. 259, 82nd Leg., Reg. Sess., (Nev. 2023).
New Hampshire	1. H.B. 58, 168 th Leg., Reg. Sess., (N.H. 2023). 2. H.B. 57, 168 th Leg., Reg. Sess., (N.H. 2023). 3. S.B. 144, 168 th Leg., Reg. Sess., (N.H. 2023).
New Jersey	1. A. 5690, 2023-2024 Leg., Reg. Sess., (N.J. 2023). 2. S. 4067, 2023-2024 Leg., Reg. Sess., (N.J. 2023).
New Mexico	1. H.B. 25, 2023 Leg., Reg. Sess., (N.M. 2023). 2. H.B. 28, 2023 Leg., Reg. Sess., (N.M. 2023).
New York	1. A. 3006C, 2023-2024 Leg., Reg. Sess., (N.Y. 2023).
North Carolina	1. H.B. 620, 2023-2024 Leg., Reg. Sess., (N.C. 2023). 2. S.B. 440, 2023-2024 Leg., Reg. Sess., (N.C. 2023). 3. S.B. 447, 2023-2024 Leg., Reg. Sess., (N.C. 2023). 4. H.B. 541, 2023-2024 Leg., Reg. Sess., (N.C. 2023).
North Dakota	1. H.B. 1507, 68th Leg., Reg. Sess., (N.D. 2023). 2. H.B. 1472, 68th Leg., Reg. Sess., (N.D. 2023).
Ohio	1. S.B. 146, 135th Leg., Reg. Sess., (Ohio 2023). 2. H.B. 96, 135th Leg., Reg. Sess., (Ohio 2023).
Oklahoma	1. S.B. 156, 59th Leg., Reg. Sess., (Okla. 2023). 2. S.B. 163, 59th Leg., Reg. Sess., (Okla. 2023).

State	Sources
	<ol style="list-style-type: none"> 3. S.B. 157, 59th Leg., Reg. Sess., (Okla. 2023). 4. H.B. 1986, 59th Leg., Reg. Sess., (Okla. 2023). 5. H.B. 2835, 59th Leg., Reg. Sess., (Okla. 2023).
Oregon	<ol style="list-style-type: none"> 1. H.B. 3498, 82nd Leg., Reg. Sess., (Or. 2023). 2. S.B. 917, 82nd Leg., Reg. Sess., (Or. 2023). 3. H.B. 2699, 82nd Leg., Reg. Sess., (Or. 2023). 4. H.B. 2443, 82nd Leg., Reg. Sess., (Or. 2023).
Pennsylvania	<ol style="list-style-type: none"> 1. H.B. 1500, 2023-2024 Leg., Reg. Sess., (Pa. 2023). 2. H.B. 1427, 2023-2024 Leg., Reg. Sess., (Pa. 2023). 3. H.B. 1405, 2023-2024 Leg., Reg. Sess., (Pa. 2023). 4. S.B. 12, 2023-2024 Leg., Reg. Sess., (Pa. 2023). 5. S.B. 772, 2023-2024 Leg., Reg. Sess., (Pa. 2023). 6. H.B. 1287, 2023-2024 Leg., Reg. Sess., (Pa. 2023). 7. S.B. 743, 2023-2024 Leg., Reg. Sess., (Pa. 2023). 8. H.B. 1253, 2023-2024 Leg., Reg. Sess., (Pa. 2023). 9. H.B. 1135, 2023-2024 Leg., Reg. Sess., (Pa. 2023).
Rhode Island	<ol style="list-style-type: none"> 1. H.B. 5371, 2023 Leg., Reg. Sess., (R.I. 2023). 2. S.B. 37, 2023 Leg., Reg. Sess., (R.I. 2023). 3. S.B. 138, 2023 Leg., Reg. Sess., (R.I. 2023). 4. S.B. 424, 2023 Leg., Reg. Sess., (R.I. 2023). 5. S.B. 827, 2023 Leg., Reg. Sess., (R.I. 2023). 6. S.B. 826, 2023 Leg., Reg. Sess., (R.I. 2023). 7. H.B. 5015, 2023 Leg., Reg. Sess., (R.I. 2023). 8. H.B. 5590, 2023 Leg., Reg. Sess., (R.I. 2023). 9. H.B. 5588, 2023 Leg., Reg. Sess., (R.I. 2023). 10. H.B. 5928, 2023 Leg., Reg. Sess., (R.I. 2023). 11. H.B. 6078, 2023 Leg., Reg. Sess., (R.I. 2023).
South Carolina	<ol style="list-style-type: none"> 1. H.B. 3805, 125th Leg., Reg. Sess., (S.C. 2023). 2. S.B. 0216, 125th Leg., Reg. Sess., (S.C. 2023). 3. S.B. 0291, 125th Leg., Reg. Sess., (S.C. 2023). 4. S.J.R. 0028, 125th Leg., Reg. Sess., (S.C. 2023).
South Dakota	<ol style="list-style-type: none"> 1. H.B. 1181, 98th Leg., Reg. Sess., (S.D. 2023).
Tennessee	<ol style="list-style-type: none"> 1. S.B. 0940, 113th Leg., Reg. Sess., (Tenn. 2023). 1. H.B. 0819, 113th Leg., Reg. Sess., (Tenn. 2023). 2. S.B. 1084, 113th Leg., Reg. Sess., (Tenn. 2023).
Texas	<ol style="list-style-type: none"> 1. H.B. 2175, 88th Leg. Reg. Sess. (Tex. 2023). 2. H.B. 1919, 88th Leg. Reg. Sess. (Tex. 2023). 3. H.B. 1126, 88th Leg. Reg. Sess. (Tex. 2023). 4. H.B. 737, 88th Leg. Reg. Sess. (Tex. 2023). 5. H.B. 169, 88th Leg. Reg. Sess. (Tex. 2023). 6. H.B. 193, 88th Leg. Reg. Sess. (Tex. 2023). 7. S.B. 582, 88th Leg. Reg. Sess. (Tex. 2023).
Utah	<ol style="list-style-type: none"> 1. H.B. 549, 2023 Leg., Reg. Sess., (Utah 2023).
Vermont	<ol style="list-style-type: none"> 1. H.B. 415, 2023-2024 Leg., Reg. Sess., (Vt. 2023). 2. S.B. 108, 2023-2024 Leg., Reg. Sess., (Vt. 2023).

State	Sources
	3. H.B. 225, 2023-2024 Leg., Reg. Sess., (Vt. 2023).
Virginia	1. H.B. 1924, 2023 Leg., Reg. Sess., (Va. 2023).
Washington	1. H.B. 1024, 2023 Leg., Reg. Sess., (Wash. 2023).
West Virginia	1. H.B. 3154, 86th Leg., Reg. Sess., (W.Va. 2023). 2. H.B. 3083, 86th Leg., Reg. Sess., (W.Va. 2023). 3. H.B. 2982, 86th Leg., Reg. Sess., (W.Va. 2023). 4. S.B. 22, 86th Leg., Reg. Sess., (W.Va. 2023). 5. S.B. 16, 86th Leg., Reg. Sess., (W.Va. 2023). 6. H.B. 2378, 86th Leg., Reg. Sess., (W.Va. 2023). 7. H.B. 2481, 86th Leg., Reg. Sess., (W.Va. 2023).
Wisconsin	(No additional sources)
Wyoming	(No additional sources)

How does the state minimum wage vary across states?

Data were collected for eight different measures to assess how states vary in their minimum wage policies. The datasets, calculations, and sources referenced for each state are listed below. This section also contains the sources for the information presented in the individual state Roadmaps.

Measures 1, 3, 4, & 6: Current nominal state hourly minimum wage (measure 1), current state hourly subminimum wage for tipped workers (measure 3), current state hourly subminimum wage for workers with disabilities (measure 4), and scheduled increases to the state minimum wage (measure 6)

Measure 1 Definition:

Current state hourly minimum wage (nominal) for large employers

Measure 3 Definition:

Current state hourly subminimum wage for tipped workers

Measure 4 Definition:

The state is phasing out or fully eliminating the subminimum wage for workers with disabilities.

Measure 6 Definition:

The state has scheduled increases to the minimum wage, including both legislatively established increases and cost-of-living adjustments.

Measures 1, 3, 4 & 6 Notes:

1. According to the US Dept. of Labor, Wage and Hour Division, workers can be covered by the Fair Labor Standards Act (FLSA) through “enterprise coverage” or “individual coverage.” Enterprise coverage applies to businesses with an annual dollar volume of sales or business of at least \$500,000, and to hospitals, businesses providing medical or nursing care for residents, schools and preschools, and hospital agencies. Workers without enterprise coverage can be protected by the FLSA through individual coverage if their work involves interstate commerce or if they are domestic service workers, such as housekeepers, full-time babysitters, or cooks. Some exceptions for FLSA coverage apply to workers with disabilities, full-time students, individuals under 20 years old in their first 90 consecutive calendar days of employment, tipped employees, and students enrolled in vocational education programs.
2. Some states allow lower minimum wages to be set for employees working for employers below a certain threshold of number of employees or annual revenue, employees under the age of 18, employees in an initial “training” window of employment, and for employees who regularly receive more than \$30 a month in tips.
3. In five states, there is no legislated state minimum wage (Alabama, Louisiana, Mississippi, South Carolina, and Tennessee). In two states, the state minimum wage is set below the federal minimum wage (Georgia and Wyoming). The Fair Labor Standards Act (FLSA) applies for covered workers in these states.

4. The minimum wage in Minnesota for large employers (more than \$500,000 in annual revenues) is \$10.59. The minimum wage for small employers (less than \$500,000 in annual revenues) is \$8.63. This minimum wage is also annually indexed for inflation.
5. In Missouri, the state minimum wage reached the end of the previously scheduled increases when it reached \$12.00 on January 1, 2023. Employers whose annual gross income is less than \$500,000 are exempt from the state minimum wage. Public employees are also not covered. Cost-of-living adjustment increases will begin on January 1, 2024.
6. In Montana, the state minimum wage only applies to businesses with gross annual sales of more than \$110,000.
7. In Nevada, the state minimum wage is a tiered system. If the employer provides qualifying health insurance, then the minimum wage is \$10.25. If the employer does not provide qualifying health insurance, then the minimum wage is \$11.25. The tiered system will be eliminated beginning July 1, 2024.
8. The minimum wage in New Jersey for seasonal and small employers (fewer than 6 employees) is \$12.93. While the state minimum wage is scheduled to increase to \$15.00 by 2024, seasonal and small employers are given until 2026 to reach \$15.00.
9. In New York, the minimum wage in New York City is \$15.00 in 2023. The minimum wage specifically for fast food workers is also \$15.00 in 2023. In 2023, legislation was enacted to gradually increase the state minimum wage until it reaches \$16.00 in 2026 (\$17.00 in NYC and its surrounding suburbs) and to remove the \$15.00 cap that had been placed on COLAs.
10. The minimum wage in Ohio for large employers (more than \$342,000 in annual revenues) is \$9.30. The minimum wage for small employers (less than \$342,000 in annual revenues) is \$7.25.
11. In Oregon, the standard minimum wage is \$14.20. However, the minimum wage is tiered based on location within the state. The minimum wage is higher (base wage plus \$1.25) for employers located within the Portland metro area or the urban growth boundary and lower (base wage minus \$1.00) for employers located in a non-urban area.
12. In six states, there is no legislated minimum wage for tipped workers (Alabama, Georgia, Louisiana, Mississippi, South Carolina, and Tennessee). The Fair Labor Standards Act (FLSA) applies for covered tipped workers in these states.
13. States often have subminimum wage amounts that are tied to the regular minimum wage value, either as set percentages or specific dollar amounts below the regular minimum wage.
14. In Connecticut, the tipped minimum wage is \$6.38 for hotel and restaurant industry workers, excluding bartenders. The tipped minimum wage for bartenders is \$8.23.

Sources:

State	Sources
All States	<ol style="list-style-type: none"> 1. The Fair Labor Standards Act of 1938, as amended, 29 U.S.C. §201, et. seq. (2011). 2. United States Department of Labor, Wage and Hour Division. (2022, July 1). <i>State minimum wage laws</i>. Retrieved on August 1, 2023 from https://www.dol.gov/agencies/whd/minimum-wage/state 3. Economic Policy Institute. (2023, July 1). <i>Minimum wage tracker</i>. Retrieved on August 2, 2023 from https://www.epi.org/minimum-wage-tracker/

State	Sources
	<ol style="list-style-type: none"> Association of People Supporting Employment First. (2022, July). <i>Trends and Current Status of 14(c)</i>. Retrieved on August 2, 2023 from https://apse.org/wp-content/uploads/2022/09/July22-APSE-14c-Update-REV.pdf US Department of Labor, Wage and Hour Division. (2023, September 1). <i>14(c) Certificate Holders</i>. Retrieved on October 1, 2023 from https://www.dol.gov/agencies/whd/workers-with-disabilities/section-14c/certificate-holders
Alabama	<ol style="list-style-type: none"> Ala. Code. Tit. 25 § 7-40 et seq. (2016).
Alaska	<ol style="list-style-type: none"> Alaska Stat. § 23.10.065(a) (2020). Alaska Department of Labor and Workforce Development. (n.d.). <i>Minimum wage standard and overtime hours</i>. Retrieved on August 2, 2023 from https://labor.alaska.gov/lss/whact.htm S.B. 185, 32nd Leg. Reg. Sess., (Alaska, 2022).
Arizona	<ol style="list-style-type: none"> Ariz. Rev. Stat. § 23-363 (2016). Industrial Commission of Arizona. (n.d.). <i>Labor department - minimum wage</i>. Retrieved on August 2, 2023 from https://www.azica.gov/labor-minimum-wage-main-page
Arkansas	<ol style="list-style-type: none"> Ark. Code § 11-4-210 (2019). Arkansas Department of Labor and Licensing. (2023). <i>Minimum Wage and Overtime</i>. Retrieved on August 2, 2023 from https://www.labor.arkansas.gov/labor/labor-standards/minimum-wage-and-overtime/#:~:text=To%20learn%20more%2C%20please%20read,with%204%20or%20more%20employees. Ark. Code § 11-4-212 (2019).
California	<ol style="list-style-type: none"> Cal. Lab. Code § 1182.12 (2020). State of California Department of Industrial Relations. (2023, September). <i>Minimum Wage</i>. Retrieved on October 1, 2023 from https://www.dir.ca.gov/dlse/minimum_wage.htm#:~:text=The%20minimum%20wage%20in%20California,California%20maintained%20by%20UC%20Berkeley. S.B. 639, 2021-2022 Leg., Reg. Sess., (Cal. 2021).
Colorado	<ol style="list-style-type: none"> Colo. Const., art. XVIII, § 15 (2016). Colorado Department of Labor and Employment. (2022). <i>Minimum wage</i>. Retrieved on August 2, 2023 from https://cdle.colorado.gov/wage-and-hour-law/minimum-wage S.B. 39, 2021 Leg., Reg. Sess., (Colo. 2021).
Connecticut	<ol style="list-style-type: none"> Conn. Public Act No. 19-4 (2019). Connecticut Department of Labor. (n.d.). <i>State of Connecticut – Minimum Wage Information</i>. Retrieved on August 2, 2023 from https://www1.ctdol.state.ct.us/lmi/ctminimumwage.asp
Delaware	<ol style="list-style-type: none"> Del. Code tit. 19, § 902 (2018). Delaware Department of Labor. (n.d.). <i>Minimum Wage</i>. Retrieved on August 2, 2023 from https://labor.delaware.gov/divisions/industrial-affairs/wage-hour/minimum-wage/ H.B. 122, 151st Leg. Reg. Sess., (Del. 2021).
District of Columbia	<ol style="list-style-type: none"> D.C. Code Ann. § 32–1003 (2016). District of Columbia Department of Employment Services. (2022). <i>Office of wage-hour compliance</i>. Retrieved on August 2, 2023 from https://does.dc.gov/service/office-wage-hour-compliance-0
Florida	<ol style="list-style-type: none"> Fla. Stat., art. X, § 24 (2020).

State	Sources
	<ol style="list-style-type: none"> Ballotpedia. (n.d.). <i>Florida Amendment 2, \$15 Minimum Wage Initiative (2020)</i>. Retrieved on August 2, 2023 from https://ballotpedia.org/Florida Amendment 2, \$15 Minimum Wage Initiative (2020)
Georgia	<ol style="list-style-type: none"> Ga. Code Ann. § 34-4-3 (2020). Georgia Department of Labor. (n.d.). <i>Minimum Wage</i>. Retrieved on August 2, 2023 from https://dol.georgia.gov/minimum-wage
Hawaii	<ol style="list-style-type: none"> Haw. Rev. Stat. § 387-2 (2014). H.B. 2510, 32nd Leg., Reg. Sess., (Haw. 2022). S.B. 793, 31st Leg., Reg. Sess., (Haw. 2021).
Idaho	<ol style="list-style-type: none"> Idaho Code Ann. § 44-1502 (2007).
Illinois	<ol style="list-style-type: none"> Ill. Comp. Stat. § 105/4 (2019). Illinois Department of Human Services. (2023, February 9). <i>MR #23.08 2023 Illinois State Minimum Wage Increases</i>. Retrieved on August 2, 2023 from https://www.dhs.state.il.us/page.aspx?item=147385#:~:text=Effective%2001%2F01%2F2023%20the,the%20State%20Minimum%20Wage%20increase
Indiana	<ol style="list-style-type: none"> Ind. Code § 22-2-2 (2021).
Iowa	<ol style="list-style-type: none"> Iowa Code § 91D.1 (2019).
Kansas	<ol style="list-style-type: none"> Kan. Stat. Ann. § 44-1203 (2021).
Kentucky	<ol style="list-style-type: none"> Ky. Rev. Stat. Ann. § 337.275 (2007).
Louisiana	(No additional sources)
Maine	<ol style="list-style-type: none"> Me. Stat. tit. 26, § 664 (2019). Maine Department of Labor. (2021, September 23). <i>Per state law, Maine's minimum wage to increase to \$12.75 per hour in 2022</i>. Retrieved on August 3, 2023 from https://www.maine.gov/labor/news_events/article.shtml?id=5636664 L.D. 1874, 129th Leg., 2nd Reg. Sess., (Me. 2020).
Maryland	<ol style="list-style-type: none"> Md. Code, Com. Law § 3–413 (2019). S.B. 0555, 445th Leg., Reg. Sess., (Md. 2023). Maryland Department of Labor. (2023, June). <i>Maryland Minimum Wage and Overtime Law</i>. Retrieved on August 2, 2023 from https://www.dllr.state.md.us/labor/wages/minimumwagelaw.pdf H.B. 420, 436th Leg., Reg. Sess., (Md. 2016).
Massachusetts	<ol style="list-style-type: none"> Mass. Gen. Laws ch. 151, § 1 (2019). Massachusetts Executive Office of Labor and Workforce Development. (2023). <i>Minimum Wage Program</i>. Retrieved on August 2, 2023 from https://www.mass.gov/minimum-wage-program Mass. Gen. Laws ch. 151, § 7 (2019).
Michigan	<ol style="list-style-type: none"> Mich. Comp. Laws § 408.934 (2019).
Minnesota	<ol style="list-style-type: none"> Minn. Stat. § 177.24 (2020). Minnesota Department of Labor. (n.d.). <i>Minimum wage in Minnesota</i>. Retrieved on August 1, 2023, from https://www.dli.mn.gov/news/state-minimum-wage-increases-jan-1-2023 Minnesota Department of Labor. (n.d.). <i>Minimum wage in Minnesota</i>. Retrieved on August 3, 2022 from

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	<p>https://dli.mn.gov/minwage#:~:text=1%2C%202022,for%20other%20state%20minimum%20wages</p> <p>4. H.R. 33, 2021 Leg., 1st Spec. Sess., (Minn. 2021).</p>
Mississippi	1. Miss. Code Ann. § 71-3-31 (2019).
Missouri	<p>1. Mo. Rev. Stat. § 290.502 (2018).</p> <p>2. Missouri Department of Labor. (n.d.). <i>Minimum Wage</i>. Retrieved on August 2, 2023 from https://labor.mo.gov/dls/minimum-wage</p> <p>3. Mo. Rev. Stat. § 290.512 (2006).</p>
Montana	<p>1. Mont. Code Ann. § 39-3-409 (2019).</p> <p>2. Montana Department of Labor and Industry, Employment Relations Division. (n.d.). <i>Montana's minimum wage</i>. Retrieved on August 3, 2023 from https://erd.dli.mt.gov/labor-standards/wage-and-hour-payment-act/state-minimum-wage</p>
Nebraska	<p>1. Neb. Rev Stat. § 48-1203 (2014).</p> <p>2. Nebraska Department of Labor. (n.d.). <i>General FAQs</i>. Retrieved on August 2, 2023 from https://dol.nebraska.gov/LaborStandards/FAQ/General.</p>
Nevada	<p>1. Nev. Rev. Stat. § 608.250 (2019).</p> <p>2. Nevada Office of the Labor Commissioner. (2023, July 1). <i>Nevada's minimum wage and overtime rates to increase July 1, 2023</i> [Press release]. Retrieved on August 2, 2023 from https://business.nv.gov/News_Media/Press_Releases/2023/Labor/Nevada%E2%80%99s_minimum_wage_and_daily_overtime_rates_to_increase_July_1,_2023/#:~:text=For%20the%20period%20covering%20July,not%20offered%20qualifying%20health%20benefits</p> <p>3. Nev. Rev. Stat. § 608.160 (2019).</p>
New Hampshire	<p>1. N.H. Rev. Stat. Ann. § 279-21 (2016).</p> <p>2. S.B. 47, 2015 Leg., Reg. Sess., (N.H. 2015).</p>
New Jersey	<p>1. N.J. Stat. Ann. § 34:11-56a4 (2019).</p> <p>2. New Jersey Department of Labor. (2023, September). <i>New Jersey's Minimum Wage</i> [Postcard]. Retrieved on September 15, 2023 from https://www.nj.gov/labor/wageandhour/assets/PDFs/minimumwage_postcard.pdf</p>
New Mexico	<p>1. N.M. Stat. § 50-4-22 (2018).</p> <p>2. New Mexico Department of Workforce Solutions. (n.d.). <i>Minimum Wage Information</i>. Retrieved on August 2, 2023 from https://www.dws.state.nm.us/Minimum-Wage-Information</p>
New York	<p>1. N.Y. U.C.C. Law Art. 19 § 652 (2020).</p> <p>2. New York Department of Labor. (n.d.). <i>Minimum wage</i>. Retrieved on August 4, 2023, from https://dol.ny.gov/minimum-wage-0</p> <p>3. A. 3006C, 2023-2024 Leg., Reg. Sess., (N.Y. 2023).</p> <p>4. Mellins, S. (2023, May 8). <i>New York's Minimum Wage Hike has a Big Catch</i>. The Ithaca Voice. Retrieved on August 2, 2023 from https://ithacavoices.org/2023/05/new-yorks-minimum-wage-hike-has-a-big-catch/</p>
North Carolina	1. N.C. Gen. Stat § 92-25.3 (2006).
North Dakota	<p>1. N.D. Cent. Code § 34-06-22 (2009).</p> <p>2. N.D. Admin. Code § 46-02-07 (1998).</p>
Ohio	1. Ohio Const. art. II § 11.34a (2006).

State	Sources
	<ol style="list-style-type: none"> Ohio Department of Commerce. (2022). <i>Minimum wage increase announced</i>. Retrieved on September 30, 2022, from https://com.ohio.gov/about-us/media-center/news/minimum-wage-increase-announced
Oklahoma	<ol style="list-style-type: none"> Okla. Stat. tit. 40 § 197.2 (2014). Okla. Stat. tit. 40 § 197.16 (2014).
Oregon	<ol style="list-style-type: none"> Or. Rev. Stat. § 653.025 (2019). Oregon Bureau of Labor and Industries. (n.d.). <i>Minimum wage increases schedule</i>. Retrieved on August 2, 2023 from https://www.oregon.gov/boli/workers/Pages/minimum-wage-schedule.aspx Or. Rev. Stat. § 653.035 (2019). S.B. 494, 2019 Leg., Reg. Sess., (Or. 2019).
Pennsylvania	<ol style="list-style-type: none"> 43 Pa. State § 333.104 (2012).
Rhode Island	<ol style="list-style-type: none"> R.I. Gen. Laws § 28-12-3 (n.d.). State of Rhode Island Department of Labor and Training. (2023). <i>Minimum Wage</i>. Retrieved on August 2, 2023 from https://dlt.ri.gov/regulation-and-safety/labor-standards/minimum-wage R.I. Gen. Laws § 28-12-8 (n.d.). S.B. 2242, 2022 Leg., Reg. Sess., (R.I. 2022).
South Carolina	<ol style="list-style-type: none"> S.B. 533, 124th Leg., Reg. Sess., (S.C. 2022).
South Dakota	<ol style="list-style-type: none"> S.D. Codified Laws § 60-11-3.2. (2014). S.D. Codified Laws § 60-11-3.1. (2014). South Dakota Department of Labor and Regulation. <i>South Dakota minimum wage</i>. Retrieved on August 4, 2022 from https://dlr.sd.gov/employment_laws/minimum_wage.aspx
Tennessee	<ol style="list-style-type: none"> S.B. 2042, 112th Leg., Reg. Sess., (Tenn. 2022).
Texas	<ol style="list-style-type: none"> Tex. Labor Code, tit. 2C § 62.651 (1993). Tex. Labor Code, tit. 2C § 62.052 (1993)
Utah	<ol style="list-style-type: none"> Utah Code § 34-40-103 (1997). Utah Code § 34-40-104 (2008).
Vermont	<ol style="list-style-type: none"> Vt. Stat. Ann., tit. 21 § 384 (2017). State of Vermont Department of Labor. (2022, November 15). Vermont minimum wage to increase in 2023 [Press release]. Retrieved on August 2, 2023 from https://labor.vermont.gov/press-release/vermont-minimum-wage-increase-2023
Virginia	<ol style="list-style-type: none"> Va. Code Ann. § 40.1-28.10 (2020). Virginia Department of Labor and Industry. (n.d.). <i>Minimum Wage Act Notice 2023</i>. Retrieved on August 2, 2023 from https://www.doli.virginia.gov/wp-content/uploads/2022/11/Minimum-Wage-Act-Notice-2023.pdf. Va. Code Ann. § 40.1-28.9 (2020). H.B. 1924, 2023 Leg., Reg. Sess., (Va. 2023). Capital News Service. (2023, April 6). Youngkin amends bill ending subminimum wage for disabled workers. <i>Virginia Mercury</i>. Retrieved on August 2, 2023 from https://www.virginiamercury.com/2023/04/06/youngkin-amends-bill-ending-subminimum-wage-for-disabled-workers/
Washington	<ol style="list-style-type: none"> Wash. Rev. Code § 49.46.020. (2019).

State	Sources
	<ol style="list-style-type: none"> Washington State Department of Labor and Industries. (n.d.). <i>Minimum wage</i>. Retrieved on August 4, 2023 from https://lni.wa.gov/workers-rights/wages/minimum-wage/ S.B. 5284, 2021-2022 Leg., Reg. Sess., (Wash. 2021).
West Virginia	<ol style="list-style-type: none"> W. Va. Code § 21-5C-2 (2014). W. Va. Code § 21-5C-4 (2014).
Wisconsin	<ol style="list-style-type: none"> Wis. Stat. § 104.035 (2015).
Wyoming	<ol style="list-style-type: none"> Wyo. Stat. Ann. § 27-4-202. (n.d.).

Measure 2: Current cost-of-living adjustment minimum wage

Definition:

Current cost-of-living adjusted minimum wage

Notes:

- Measure 2 is calculated by applying the state's 2020 regional price parities index value for all items to the state's 2022 nominal minimum wage (measure 1). Regional Price Parities (RPPs) measure the differences in price levels across states and metropolitan areas for a given year and are expressed as a percentage of the overall national price level. All items RPPs cover all consumption goods and services, including housing rents. Areas with high/low RPPs typically correspond to areas with high/low price levels for rents.
- Cost-of-living adjustments were calculated following the methodology used by researchers with the Federal Reserve Bank of St. Louis.¹

Sources:

- US Bureau of Economic Analysis. (December 2021). *Table SARPP Regional Price Parities by state from GDP and personal income* [Data set]. Retrieved on August 19, 2022 from <https://apps.bea.gov/iTable/iTable.cfm?reqid=70&step=1&isuri=1&acrdn=8#reqid=70&step=1&isuri=1>
- The Fair Labor Standards Act of 1938, as amended, 29 U.S.C. §201, et. seq. (2011).
- Individual state statutes listed above.

¹ Gascon, C.S. (October 1, 2014). *District overview: Buying power of minimum wage varies across and within states*. Federal Reserve Bank of St. Louis. Retrieved on May 18, 2021 from <https://www.stlouisfed.org/publications/regional-economist/october-2014/buying-power-of-minimum-wage-varies-across-and-within-states#endnotes>

Measure 5: State minimum wage preemption laws**Definition:**

The state has a preemption law that prohibits localities from setting minimum wages that are higher than the state minimum wage

Sources:

State	Sources
All States	1. Economic Policy Institute. (2019, August). <i>Workers' rights preemption in the U.S.</i> Retrieved on September 15, 2023 from https://www.epi.org/preemption-map/
Alabama	1. Ala. Code. Tit. 25 § 7-42(a) (2016).
Alaska	No statute found.
Arizona	No statute found.
Arkansas	1. Ark. Code § 11-4-222 (2019).
California	No statute found.
Colorado	No statute found.
Connecticut	No statute found.
Delaware	No statute found.
District of Columbia	No statute found.
Florida	1. Fla. Stat. § 218.077 (2020).
Georgia	1. Ga. Code Ann. § 34-4-3.1 (2010).
Hawaii	No statute found.
Idaho	1. Idaho Code Ann. § 44-1502 (2007).
Illinois	No statute found.
Indiana	1. Ind. Code § 22-2-2-10.5 (2021).
Iowa	1. Iowa Code § 331.301 (2018).
Kansas	1. Kan. Stat. Ann. § 12-16,130 (2020).
Kentucky	1. Ky. Rev. Stat. Ann. § 337.275 (2017). 2. Kentucky Restaurant Association, et al v. Louisville Metro Government, 501 S.W.3d 425 (Ky. 2016).
Louisiana	1. La. Stat. Ann. § 23:642. (2012).
Maine	No statute found.
Maryland	No statute found.
Massachusetts	No statute found.
Michigan	1. Mich. Comp. Laws § 123.1385 (2019).
Minnesota	No statute found.
Mississippi	1. Miss. Code Ann. § 17-1-51 (2013).
Missouri	1. Mo. Rev. Stat. § 290.528 (2018).
Montana	No statute found.
Nebraska	No statute found.
Nevada	No statute found.
New Hampshire	No statute found.
New Jersey	No statute found.

State	Sources
All States	1. Economic Policy Institute. (2019, August). <i>Workers' rights preemption in the U.S.</i> Retrieved on September 15, 2023 from https://www.epi.org/preemption-map/
New Mexico	No statute found.
New York	No statute found.
North Carolina	1. N.C. Gen. Stat. § 95-25.1 (2016).
North Dakota	1. N.D. Cent. Code § 34-06-23 (2009).
Ohio	1. Ohio Admin. Code § 4111.02 (2017).
Oklahoma	1. Okla. Stat. tit. 40 § 5.160 (2014).
Oregon	1. Or. Rev. Stat. § 653.017 (2019).
Pennsylvania	1. 43 Pa. State § 333.114a (2006).
Rhode Island	1. R.I. Gen. Laws § 28-12-25 (2014).
South Carolina	1. S.C. Code Ann. § 6-1-130 (2002).
South Dakota	No statute found.
Tennessee	1. Tenn. Code Ann. § 50-2-112 (2013).
Texas	1. Tex. Labor Code, tit. 2C § 62.515 (2003).
Utah	1. Utah Code § 34-40-106 (2005).
Vermont	No statute found.
Virginia	No statute found.
Washington	No statute found.
West Virginia	No statute found.
Wisconsin	1. Wis. Stat. § 104.001 (2017).
Wyoming	No statute found.

Measure 7: Percentage of children under age 3 with at least one parent working full-time living near poverty

Definition:

The percentage of children under age 3 with at least one parent who worked full-time during the last year (at least 35 hours per day for at least 50 weeks out of the year) whose family income is below 150% of the Federal Poverty Level (FPL)

Notes:

1. **Numerator:** The number of children under age 3 with at least one parent who reported working full-time during the last year (at least 35 hours per day for at least 50 weeks of the year) whose family income is below 150% FPL.
2. **Denominator:** The number of children under age 3 with known family poverty status with at least one parent who reported working full-time during the last year (at least 35 hours per day for at least 50 weeks of the year).
3. Children living in group quarters or who were unrelated to the head of household (e.g., foster children or children of unmarried cohabiters) were excluded from the sample.

4. The poverty threshold uses the US Census calculation of poverty and is based on the total income of all individuals aged 15 or older who are related to the head of household through marriage, birth or adoption. Income from cohabiting partners who are not married and unrelated children (including foster children) are not included in the calculation of family income. This family income is compared to federal poverty thresholds based on related family size and composition.²
5. All estimates were calculated in Stata 17 using both ACS person-level weights, to provide national and state representative estimates, and replicate weights to appropriately adjust standard errors to account for any sampling bias. The US Census Bureau recommends using a 90% confidence interval for evaluating the accuracy of estimates using ACS data.³ Given the age and employment limits imposed on the sample (children under age 3 with at least one full-time working parent) and the calculation estimates by state, two years of ACS data were combined to improve data quality and accuracy and all weights were appropriately adjusted to account for the combined years of data. Incorporating both population and sampling weights helps to account for exogenous sources of variance and improve the accuracy of estimates. All states had estimates with confidence interval widths within the recommended 10% margin of error in 2021. The Census Bureau warned of quality issues with the 2020 American Community Survey (ACS) data due to the pandemic's impact on data collection. To ensure as up-to-date data as possible, we pooled a state's 2021 ACS data with either their 2019 ACS or 2020 ACS data, depending on which data year better represented the "true" trend in poverty from 2019 to 2020 as captured by the official Census Bureau poverty estimates using the Current Population Survey Annual Social and Economic Supplement (CPS ASEC) data. We compared the published 2019⁴ and 2020⁵ ACS tables of the poverty rate for the under age 18 population to the published 2019⁶ and 2020⁷ CPS ASEC tables of the same measure. If the ACS data showed that the poverty rate moved in the same direction as the CPS ASEC data from 2019 to 2020, we assigned the 2020 ACS data to that state because the ACS trend in poverty rate matched the trend in CPS ASEC poverty rate. If the ACS poverty rate for the state decreased from 2019 to 2020 and the CPS ASEC data showed that it increased, we assigned the 2019 ACS data to the state because the 2019 ACS poverty rate is closer to the "true" 2020 CPS ASEC poverty rate. If the ACS poverty rate for the state increased from 2019 to 2020 and the CPS data showed that it decreased, we assigned the 2019 ACS data to the state because the 2019 ACS poverty rate is close to the "true" 2020 CPS ASEC poverty rate. We assigned the 2019 ACS data to 30 states and the 2020 ACS data to 21 states.

² US Census Bureau (n.d.). *How the Census Bureau measures poverty*. As of August 27, 2019. Retrieved on April 28, 2020 from <https://www.census.gov/topics/income-poverty/poverty/guidance/poverty-measures.html>

³ Appendix 3 "Measures of Sampling Error" in US Census Bureau (2008). *A compass for understanding and using American Community Survey data: What general data users need to know*. US Government Printing Office, Washington, DC.

⁴ U.S. Census Bureau. (2020). *Table S1701: POVERTY STATUS IN THE PAST 12 MONTHS* [data table]. Retrieved on December 7, 2022, from <https://data.census.gov/table?q=Income+and+Poverty&tid=ACSST1Y2019.S1701>.

⁵ U.S. Census Bureau. (2021). *Table ID: XK201701: POVERTY STATUS IN THE PAST 12 MONTHS BY AGE* [data table]. Retrieved on December 7, 2022, from <https://www.census.gov/programs-surveys/acs/data/experimental-data/1-year.html>.

⁶ U.S. Census Bureau. (2022). *POV46: Poverty Status by State: 2019* [data table]. Retrieved on December 7, 2022, from <https://www2.census.gov/programs-surveys/cps/tables/archive/decommissioned-after-2020/pov-46/2019/>.

⁷ U.S. Census Bureau. (2022). *POV46: Poverty Status by State: 2020* [data table]. Retrieved on December 7, 2022, from <https://www2.census.gov/programs-surveys/cps/tables/archive/decommissioned-after-2020/pov-46/2020/>.

- Parents' resident status with the child was determined by merging in the parent location variables (*momloc*, *momloc2*, *poploc*, *poploc2*), as determined by the University of Minnesota's IPUMS USA and available in the single year IPUMS ACS data file, with the corresponding ACS 1-Year PUMS data file. The IPUMS familial interrelationship variables were used in the identification of resident parents as they allow for the identification and inclusion of both cohabiting and same sex couples.⁸

Source:

- US Census Bureau. (2020-2022). *2019-2021 American Community Survey (ACS) 1-Year Public Use Microdata Sample (PUMS)* [Data Set]. <https://www.census.gov/programs-surveys/acs/microdata.html>
- American Community Survey 2019-2021 1-Year Estimates. Steven Ruggles, Sarah Flood, Ronald Goeken, Megan Schouweiler and Matthew Sobek. IPUMS USA: Version 12.0 [dataset]. Minneapolis, MN: IPUMS, 2022. <https://doi.org/10.18128/D010.V12.0>

Measure 7: Number of workers who earn less than \$10.00 per hour**Definition:**

The number of workers who report earning an hourly wage whose hourly wage is less than \$10.00 per hour at their current job

Notes:

- The estimates reflect the number of civilians age 15 or older who are employed as wage or salary workers and report earning an hourly wage. These workers are asked to report their hourly wage at their current job. These variables exclude people who are self-employed.
- We pool eight months of monthly CPS data to increase sample size and generate more reliable estimates.
- All estimates were calculated in Stata 18 using both the Census Bureau person-level weights designed to be used in analyses of earnings, to provide state representative estimates.
- The methods for this measure were inspired by Ben Casselman and Lydia DePillis' work at The New York Times⁹.

Source:

- Sarah Flood, Miriam King, Renae Rodgers, Steven Ruggles, J. Robert Warren, Daniel Backman, Annie Chen, Grace Cooper, Stephanie Richards, Megan Schouweiler and Michael Westberry. IPUMS CPS: Version 11.0 [dataset]. Minneapolis, MN: IPUMS, 2023. <https://doi.org/10.18128/D030.V11.0>

⁸ See <https://usa.ipums.org/usa/chapter5/NewfamilyinterrelationshipvariablesinIPUMSUSA.shtml> for a thorough description of how IPUMS determines the location of parents in the household.

⁹ Casselman, B. and DePillis, L. (2023, August 23). *In a Hot Job Market, the Minimum Wage Becomes an Afterthought*. The New York Times. <https://www.nytimes.com/2023/08/23/business/economy/minimum-wage.html>

Measure 8: The increase in annual earnings for a worker earning the minimum wage between 2022 and 2023

Definition:

The increase in annual earnings for a full-time worker (40 hours/week, 52 weeks/year) earning the state minimum wage between 2022 and 2023.

Sources: No additional sources. See measure 1 above for state minimum wage rates for 2023 and see our 2022 Prenatal-to-3 State Policy Roadmap Methods and Sources for state minimum wage rates 2022.