

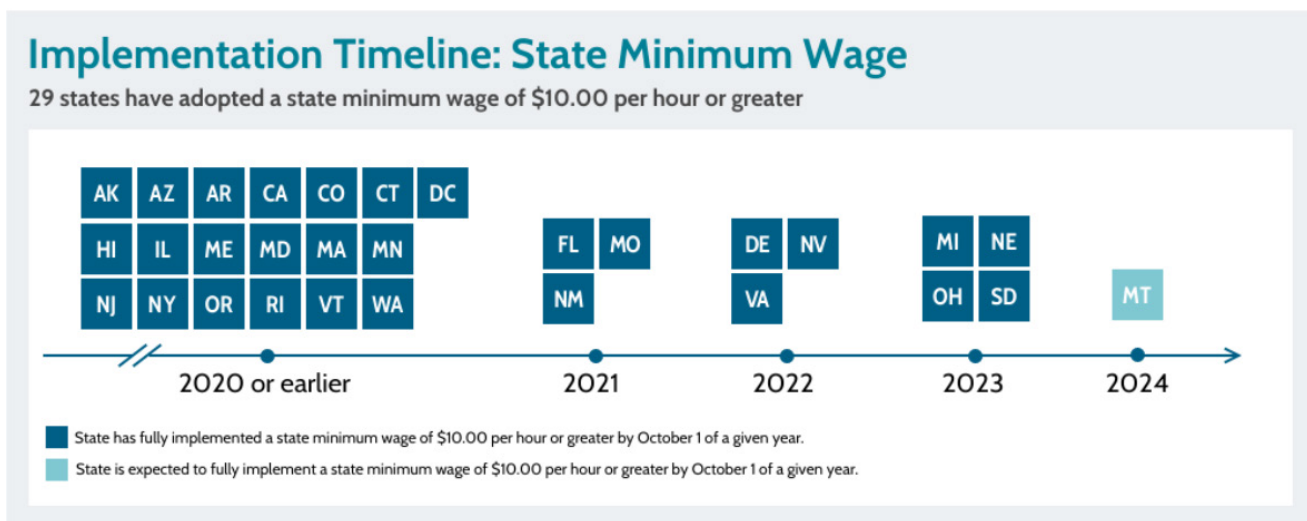


December 2023

2023 Roadmap Snapshot: Minimum Wage Policies Across States

A state minimum wage of at least \$10.00 per hour is one of 12 evidence-based policies included in our [2023 Prenatal-to-3 State Policy Roadmap](#), which details states' progress toward adopting and implementing policies that are proven to impact the prenatal-to-3 system of care. A state minimum wage of at least \$10.00 is a proven policy solution to increase household earnings, reduce child poverty, and improve children's health and development.

Though the federal minimum wage is currently \$7.25 per hour, states can set a higher threshold for their state minimum wage. As of October 1, 2023, over half of states have adopted a state minimum wage of at least \$10.00 per hour, including four states that began implementing a wage above this threshold this year. Next year, Montana's minimum wage will rise above \$10.00 per hour due to an annual inflation adjustment.



How Do State Minimum Wage Policies Vary Across States?

States' minimum wage policies vary depending on several [policy choices](#) including current wage rates, future increases, and the types of workers covered.

As of October 1, 2023, minimum wages range from the federal minimum of \$7.25 in 20 states to \$17.00 in the District of Columbia. Of the 29 states with minimum wages of at least \$10.00, five have minimum wages of \$15.00 or greater.

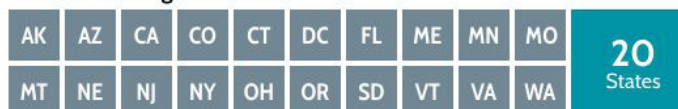
The state minimum wage is set to increase because of statutorily scheduled increases in 12 states and will increase because of annual indexing for inflation in 20 states by 2027. By indexing the state minimum wage to inflation, states can better ensure wages continuously keep up with changes in the cost of living.

Variation Across States in Scheduled Increases to the Minimum Wage

Scheduled Increases



Annual Indexing for Inflation



Sources: As of October 1, 2023. State labor statutes and the Economic Policy Institute. For additional details, please see [Methods and Sources](#).

Most states have historically set lower minimum wages, or subminimum wages, for tipped workers and workers with disabilities, but several states are eliminating this practice. Eight states have eliminated the subminimum wage for tipped workers, requiring they be paid the full state minimum wage. Similarly, eight states have fully eliminated the subminimum wage for workers with disabilities, and eight more have passed legislation to phase it out.

Variation Across States in Eliminating Subminimum Wages for Workers with Disabilities

Fully Eliminated the Subminimum Wage for Workers with Disabilities



Phasing Out the Subminimum Wage for Workers with Disabilities



Sources: As of October 1, 2023. State labor statutes and the Association of People Supporting Employment First. For additional details, please see [Methods and Sources](#).

What Progress Have States Made Over the Last Year in their State Minimum Wage Policies?

This year, four states began implementing a state minimum wage of at least \$10.00 for the first time. Michigan and Nebraska's minimum wages reached this threshold due to statutorily scheduled increases. Ohio and South Dakota's minimum wages increased to above \$10.00 for the first time this year due to annual inflation adjustments.

Additionally, in the last year, 30 states introduced—and several successfully enacted—legislation to increase their minimum wage or eliminate the subminimum wage for certain populations.

- Maryland and New York enacted legislation to increase their minimum wages. Maryland lawmakers accelerated scheduled increases to the minimum wage so that it will reach \$15.00 in 2024, rather than 2025. New York will increase the state minimum wage to \$16.00 by 2026.
- Nevada and Virginia will fully eliminate the subminimum wage for workers with disabilities. Nevada will complete its phase out by 2028 and Virginia by 2030.
- Although unsuccessful, 19 of the 22 states that have not yet increased the state minimum wage to \$10.00 or greater introduced at least one bill that would have done so.

To learn more about how states vary in their minimum wage policies, please visit our [State Policy Roadmap](#).

