

Prenatal-to-3 State Policy Roadmap 2024

STATE MINIMUM WAGE

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

State	State Context and Policy Update
Alabama	<p>Alabama state statutes do not specify a state minimum wage, therefore, the minimum wage defaults to the federal minimum wage of \$7.25. Approximately 33,200 hourly workers would see an increase in their wages if Alabama increased its state minimum wage to \$10.00. The tipped minimum wage in Alabama also defaults to the federal tipped minimum of \$2.13. Alabama has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators did not introduce any bills to increase the state minimum wage.</p>
Alaska	<p>Alaska's state minimum wage is adjusted annually for inflation. As a result, the state minimum wage increased from \$10.85 to \$11.73 on January 1, 2024. This change equates to an increase of approximately \$1,830 in annual income for a full-time worker earning minimum wage, which is enough to cover 14 weeks of groceries for a single parent with two young children. By law, the minimum wage must remain at least \$1.00 above the federal minimum wage.</p> <p>In Alaska, tipped workers and workers with disabilities must be paid the regular minimum wage. In 2014, voters approved a ballot measure to eliminate the minimum wage for tipped workers. In 2018, Alaska repealed a regulation that permitted employers to hire workers with disabilities for a subminimum wage, and in 2022, legislators enacted S.B. 185, which repealed the state statute that allowed workers with disabilities to be paid a subminimum wage.</p> <p>In the last year, legislators did not introduce any bills to increase the state minimum wage. However, a ballot measure to gradually increase the state minimum wage to \$15.00 by July 1, 2027, will be put forth to Alaska voters in November 2024. If approved, this ballot measure would also provide most workers up to 40 hours of paid sick leave each year.</p>
Arizona	<p>Arizona's state minimum wage is adjusted annually for inflation. As a result, the state minimum wage increased from \$13.85 to \$14.35 on January 1, 2024. This change equates to an increase of approximately \$1,040 in annual income for a full-time worker earning minimum wage, which is enough to cover 8 weeks of groceries for a single parent with two young children. The tipped minimum wage in Arizona is \$11.35, set in statute as \$3.00 less than the regular state minimum wage.</p> <p>In the last year, legislators passed S.C.R. 1040, which would allow the base wage for tipped workers to be 25% less than the regular minimum wage, provided the total earnings, including tips, meet or exceed the regular minimum wage plus \$2.00. Because the proposed resolution would amend the Arizona state constitution, it must also be approved by voters in November 2024 to be officially enacted. Legislators also introduced H.B. 2292 and H.B. 2672, which would have increased the state minimum wage to \$15.00 and \$18.00 in 2025, respectively, but the bills did not pass this session.</p>

Arkansas	<p>In 2018, Arkansas voters approved a ballot measure to gradually increase the state minimum wage to \$11.00 by January 1, 2021. The state minimum wage has not increased since then. The tipped minimum wage is set in state statute at \$2.63, which is 50 cents higher than the federal tipped minimum wage. Arkansas has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators did not introduce any bills to increase the state minimum wage.</p>
California	<p>California's state minimum wage is adjusted annually for inflation. As a result, the state minimum wage increased from \$15.50 to \$16.00 on January 1, 2024. This change equates to an increase of approximately \$1,040 in annual income for a full-time worker earning minimum wage, which is enough to cover 8 weeks of groceries for a single parent with two young children. Prior to 2023, the state minimum wage for small employers (employers with 25 or fewer workers) was \$1.00 lower than the regular minimum wage.</p> <p>California was the first state to eliminate the tipped minimum wage when the state required tipped workers be paid the regular minimum wage in 1975. In 2021, legislators enacted a bill to phase out and fully eliminate the subminimum wage for workers with disabilities by January 1, 2025.</p> <p>In the last year, legislators did not introduce any bills to increase the state minimum wage. However, in November 2024, voters in California will vote on a citizen-initiated ballot measure, which would gradually increase the state minimum wage from \$16.00 to \$18.00 by 2026.</p>
Colorado	<p>Colorado's state minimum wage is adjusted annually for inflation. As a result, the state minimum increased from \$13.65 to \$14.42 on January 1, 2024. This change equates to an increase of approximately \$1,602 in annual income for a full-time worker earning minimum wage, which is enough to cover 12 weeks of groceries for a single parent with two young children. The tipped minimum wage is \$11.40, set in the state constitution as no more than \$3.02 below the regular minimum wage. In 2021, legislators enacted a bill to phase out and fully eliminate the subminimum wage for workers with disabilities by July 1, 2025. In 2022, Colorado became the first state to require individuals who are incarcerated to be paid the state minimum wage.</p> <p>In the last year, legislators did not introduce any bills to increase the state minimum wage.</p>
Connecticut	<p>As of July 1, 2024, Connecticut's state minimum wage is adjusted annually for inflation. As a result, Connecticut's state minimum wage increased from \$15.00 to \$15.69 on the same day. This change equates to an increase of approximately \$1,435 in annual income for a full-time worker earning minimum wage, which is enough to cover 11 weeks of groceries for a single parent with two young children. State statute outlines that the Labor Commissioner can recommend suspension of changes to the state minimum wage if the state experiences two consecutive quarters of negative growth. The current tipped minimum wage in Connecticut is \$6.38, though bartenders must be paid a minimum cash wage of \$8.23.</p> <p>In the last year, legislators introduced S.B. 221, which would have gradually increased the tipped minimum wage until it was eliminated on July 1, 2027. The bill did not pass this session.</p>

Delaware	<p>The state minimum wage in Delaware increased from \$11.75 to \$13.25 on January 1, 2024. This change equates to an increase of approximately \$3,120 in annual income for a full-time worker earning minimum wage, which is enough to cover 5 months of groceries for a single parent with two young children. In 2021, legislators enacted a bill to gradually increase the minimum wage until it reaches \$15.00 in 2025.</p> <p>The tipped minimum wage in Delaware is \$2.23, which is \$0.10 more than the federal tipped minimum wage. In 2021, legislators enacted a bill which eliminated the subminimum wage for workers with disabilities effective January 31, 2024.</p> <p>In the last year, legislators did not introduce bills to increase the state minimum wage.</p>
District of Columbia	<p>The District of Columbia's state minimum wage is adjusted annually for inflation. As a result, the state minimum wage increased from \$17.00 to \$17.50 on July 1, 2024. This change equates to an increase of approximately \$1,040 in annual income for a full-time worker earning minimum wage, which is enough to cover 8 weeks of groceries for a single parent with two young children. By law, the District of Columbia's minimum wage must remain at least \$1.00 more than the federal minimum wage.</p> <p>The tipped minimum wage in the District of Columbia is \$10.00. In 2022, the District of Columbia approved a ballot measure (Initiative 82) to gradually phase out and fully eliminate the tipped minimum wage by July 1, 2027. In 2023, legislators enacted an emergency bill, which postponed the implementation of Initiative 82 by 4 months, meaning the tipped minimum wage did not begin to increase until May 1, 2023.</p> <p>In the last year, legislators did not introduce any bills to increase the state minimum wage.</p>
Florida	<p>In November 2020, Florida voters approved an amendment to increase the state's minimum wage annually by \$1.00, until the wage reaches \$15.00 on September 30, 2026. As a result, Florida's state minimum wage increased from \$12.00 to \$13.00 on September 30, 2024. This change equates to an increase of approximately \$2,080 in annual income for a full-time worker earning minimum wage, which is enough to cover 16 weeks of groceries for a single parent with two young children. After September 30, 2026, the minimum wage will be adjusted annually for inflation.</p> <p>The tipped minimum wage in Florida is \$9.98, set in state statute as no more than \$3.02 below the regular minimum wage. Florida has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators did not introduce any bills to increase the state minimum wage. However, legislators enacted S.B. 823, which will require collaboration between multiple state agencies to implement certain accountability measures related to the state's Employment First Act, including measures to decrease the number of workers with disabilities being paid a subminimum wage. The bill will also require annual reports detailing the progress made on each accountability measure.</p>
Georgia	<p>Georgia state statute specifies a \$5.15 minimum wage, therefore, the state minimum wage defaults to the federal minimum wage of \$7.25. Approximately 65,700 hourly workers would see an increase in their wages if Georgia increased its state minimum wage to \$10.00. Georgia state statutes do not set a tipped minimum wage, and therefore, the tipped minimum wage defaults to the federal tipped minimum wage of \$2.13. Georgia has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators introduced H.B. 1507, which would have increased the state minimum wage to \$8.00, but the bill did not pass this session. Legislators also introduced H.B. 1125, which would have gradually phased out and fully eliminated the subminimum wage for workers with disabilities by July 1, 2026. The bill advanced through the original chamber but did not pass this session.</p>

Hawaii	<p>In 2022, legislators enacted H.B. 2510 to increase the state minimum wage by \$2.00 every other year until it reaches \$18.00 on January 1, 2028, making it the first state to enact legislation to increase the minimum wage to \$18.00. As a result, Hawaii's state minimum wage increased from \$12.00 to \$14.00 on January 1, 2024. This change equates to an increase of approximately \$4,160 in annual income for a full-time worker earning minimum wage, which is enough to cover 7 months of groceries for a single parent with two young children.</p> <p>Generally, the tipped minimum wage is the same as the regular minimum wage in Hawaii. However, employers may pay tipped employees \$12.75 if the tipped employee's earnings exceed \$21.00 per hour when the base wage and tips are combined. If not, then the tipped employee must be paid the regular minimum wage. In 2021, legislators enacted S. 793, which eliminated the subminimum wage for workers with disabilities on January 1, 2022.</p> <p>In the last year, legislators introduced companion bills S.B. 2928/H.B. 1798, which would have required the state minimum wage be adjusted annually for inflation. Legislators also introduced S.B. 2784 and S.B. 2877, which would have eliminated the tipped minimum wage. Alternatively, legislators introduced S.B. 2849, which would have increased the tipped minimum wage to 80% of the state minimum wage. Several bills related to the tipped minimum wage were carried over from the 2023 legislative session for consideration as well, including H.B. 1288, which would have fully eliminated the tipped minimum wage. The bills did not pass this session.</p>
Idaho	<p>Idaho's state minimum wage is set in state statute to equal the federal minimum wage, which is currently \$7.25. Approximately 28,000 hourly workers would see an increase in their wages if Idaho increased its state minimum wage to \$10.00. The tipped minimum wage is \$3.35, which is higher than the federal tipped minimum wage of \$2.13. Idaho has a preemption law to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators did not introduce any bills to increase the state minimum wage.</p>
Illinois	<p>In 2019, legislators enacted a bill to gradually increase the state minimum wage until it reaches \$15.00 in 2025. As a result, Illinois' state minimum wage increased from is \$13.00 to \$14.00 on January 1, 2024. This change equates to an increase of approximately \$2,080 in annual income for a full-time worker earning minimum wage, which is enough to cover 16 weeks of groceries for a single parent with two young children. The tipped minimum wage in Illinois is \$8.40, set in state statute as 60% of the regular minimum wage.</p> <p>In the last year, legislators introduced H.B. 793, which would have eliminated the subminimum wage for workers with disabilities by July 2027 and would have created a grant fund to help employers transition away from subminimum wages. The bill advanced through the original chamber but did not pass this session. Legislators also introduced H.B. 5345, which would have required the tipped minimum wage to be the same as the regular minimum wage, but the bill did not pass this session.</p>
Indiana	<p>Indiana state minimum wage is set in state statute to equal the federal minimum wage, which is currently \$7.25. Approximately 51,100 hourly workers would see an increase in their wages if Indiana increased its state minimum wage to \$10.00. The tipped minimum wage also defaults to the federal tipped minimum, which is currently \$2.13. Indiana has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators introduced H.B. 1323, which would have tied the state minimum wage to the governor's annual salary such that the minimum wage would have been set at 0.008% of the governor's salary. The bill did not pass this session.</p>

Iowa	<p>Iowa state statute indicates the state minimum wage will either be \$7.25 or the federal minimum, whichever is higher. Approximately 16,300 hourly workers would see an increase in their wages if Iowa increased its state minimum wage to \$10.00. The tipped minimum wage in Iowa is \$4.35, set in state statute as 60% of the regular minimum wage. Iowa has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators considered H.F. 404, which would have increased the state minimum wage to \$10.50 and repealed the provision allowing workers employed for less than 90 days to be paid less than the state minimum wage. The bill was carried over from 2023 but did not pass this session.</p>
Kansas	<p>Kansas state statute specifies a minimum wage of \$7.25, which is equal to the federal minimum wage. Approximately 18,300 hourly workers would see an increase in their wages if Kansas increased its state minimum wage to \$10.00. State statute also specifies a tipped minimum wage of \$2.13, which is equal to the federal tipped minimum wage. Kansas has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators enacted S.B. 15, which will extend and expand an income tax credit for goods and services purchased from a qualified business that employs workers with disabilities and pays those workers at least the minimum wage, effective tax year 2024. The tax credit was originally set to expire after tax year 2023. The bill will also provide a matching grant program to help employers transition away from the subminimum wage for workers with disabilities.</p>
Kentucky	<p>Kentucky state statute indicates the state minimum wage will either be \$7.25 or the federal minimum, whichever is higher. Approximately 38,700 hourly workers would see an increase in their wages if Kentucky increased its state minimum wage to \$10.00. The tipped minimum wage also defaults to the federal tipped minimum, which is currently \$2.13. Kentucky has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators introduced H.B. 797, which would have gradually increased the state minimum wage until it reached \$17.00 in 2028. Legislators also introduced two bills (S.B. 42 and H.B. 417), which would have gradually increased the state minimum wage until it reached \$15.00 in 2028. Legislators also introduced H.B. 576, which would have eliminated the subminimum wage for workers with disabilities, as well as H.B. 297, which would have repealed the state's minimum wage preemption law. None of the bills passed this session.</p>
Louisiana	<p>Louisiana state statutes do not specify a state minimum wage, therefore, the minimum wage defaults to the federal minimum wage of \$7.25. Approximately 59,700 hourly workers would see an increase in their wages if Louisiana increased its state minimum wage to \$10.00. The tipped minimum wage in Louisiana also defaults to the federal tipped minimum, which is currently \$2.13. Louisiana has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators introduced H.B. 290, which would have increased the state minimum wage to \$10.00 in 2025 and \$12.00 in 2026. Legislators also introduced S.B. 173 and H.B. 413, which would have both gradually increased the state minimum wage to \$14.00 by 2029, as well as S.B. 180, which would have increased the state minimum wage to \$10.25 in 2025 with annual adjustments for inflation thereafter. None of the bills passed this session.</p>

Maine	<p>Maine's state minimum wage is adjusted annually for inflation. As a result, the state minimum wage increased from \$13.80 to \$14.15 on January 1, 2024. This change equates to an increase of approximately \$728 in annual income for a full-time worker earning minimum wage, which is enough to cover 5 weeks of groceries for a single parent with two young children. The tipped minimum wage is \$7.08, set in state statute as 50% of the regular state minimum wage. In 2020, legislators enacted a bill which eliminated the subminimum wage for workers with disabilities, effective June 2020.</p> <p>In the last year, the legislators considered L.D. 1376, which would have immediately increased the state minimum wage to \$15.00 with annual \$1.00 increases each year until the wage reached \$24.00 in 2033. The bill did not pass this session.</p>
Maryland	<p>Maryland's state minimum wage increased from \$13.25 to \$15.00 on January 1, 2024. This change equates to an increase of approximately \$3,640 in annual income for a full-time worker earning minimum wage, which is enough to cover 6 months of groceries for a single parent with two young children. In 2019, legislators enacted a bill to gradually increase the state minimum wage until it reached \$15.00 in 2025. However, in 2023, legislators enacted S.B. 555 which accelerated the scheduled increases, meaning the state minimum wage increased to \$15.00 in 2024 instead of 2025. Maryland's state minimum wage does not have any additional increases scheduled. 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.</p> <p>Maryland state statute specifies a \$3.63 tipped minimum wage. In 2016, Maryland legislators enacted a bill which eliminated the subminimum wage for workers with disabilities, effective October 1, 2020.</p> <p>In the last year, legislators introduced H.B. 467 and S.B. 160, which would have gradually increased the tipped minimum wage until 2027 when the tipped minimum wage would have been the same as the regular minimum wage. Neither of the bills passed this session.</p>
Massachusetts	<p>In 2018, legislators enacted a bill which gradually increased the state minimum wage until it reached \$15.00 on January 1, 2023. The state minimum wage has not increased since then. Massachusetts' state statute specifies a \$6.75 tipped minimum wage.</p> <p>In the last year, legislators introduced H. 4254, which would have incrementally increased the tipped minimum wage until 2029 when the tipped minimum wage would have been equal to the regular minimum wage. Several bills were carried over from the 2023 session for consideration as well: H. 1925 and S. 1200, which would have gradually increased the state minimum wage and the tipped minimum wage to \$20.00 and \$12.00, respectively, as well as H. 1872 and S. 1188 which would have gradually phased out and fully eliminated the tipped minimum wage. None of the bills passed this session.</p> <p>However, in November 2024, voters will decide on a ballot measure (Question 5) to gradually increase the tipped minimum wage until 2029 when the tipped minimum wage would be equal to the regular minimum wage.</p>

Michigan	<p>Michigan's state minimum wage increased from \$10.10 to \$10.33 on January 1, 2024. This change equates to an increase of approximately \$478 in annual income for a full-time worker earning minimum wage, which is enough to cover 4 weeks of groceries for a single parent with two young children. Additional annual increases were scheduled until January 1, 2031, when the wage was set to reach \$12.05. However, because of a July 2024 Michigan Supreme Court ruling, the state minimum wage will increase on a new schedule determined by the state treasurer, and the tipped minimum wage will be phased out by February 21, 2030.</p> <p>The tipped minimum wage in Michigan is currently \$3.93, set by statute as 38% of the regular minimum wage. Michigan has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators considered a carryover bill, S.B. 171, which would repeal the state's minimum wage preemption law. As of October 2024, the bill had not passed.</p>
Minnesota	<p>Minnesota's state minimum wage is adjusted annually for inflation and differs based on employer size. As a result, on January 1, 2024, the minimum wage for large employers (employers with annual revenues of \$500,000 or greater) increased from \$10.59 to \$10.85, and the minimum wage for small employers increased from \$8.63 to \$8.85. For a full-time worker earning the minimum wage at a large employer, the change equates to an increase of approximately \$541 in annual income, which is enough to cover 4 weeks of groceries for a single parent with two young children.</p> <p>In Minnesota, tipped workers must be paid the regular minimum wage. In 2021, Minnesota enacted legislation to phase out and fully eliminate the subminimum wage for workers with disabilities by August 1, 2025.</p> <p>In the last year, legislators enacted S.F. 3852, which will standardize the state minimum wage by eliminating the lower minimum wage rate for small employers on January 1, 2025. The bill will also raise the threshold on annual inflation adjustments from 2.5% to 5%. Legislators also introduced S.F. 4019, which would have gradually increased the state minimum wage to \$20.00 in 2028, but the bill did not pass this session.</p>
Mississippi	<p>Mississippi state statutes do not specify a state minimum wage, therefore, the minimum wage defaults to the federal minimum wage of \$7.25. Approximately 34,700 hourly workers would see an increase in their wages if Mississippi increased its state minimum wage to \$10.00. The tipped minimum wage also defaults to the federal tipped minimum, which is currently \$2.13. Mississippi has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators introduced four bills (H.B. 71, H.B. 575, H.B. 584, and H.B. 830), which would have increased the state minimum wage to \$10.00 and two bills (H.B. 67 and H.B. 16), which would have increased the state minimum wage to \$15.00. Legislators also introduced S.B. 2172 and S.B. 2590, which would have gradually increased the state minimum wage until it reached \$15.00 in 2027. None of the bills passed this session.</p>

Missouri	<p>Missouri's state minimum wage began to increase through annual inflation adjustments this year. As a result, the minimum wage increased from \$12.00 to \$12.30 on January 1, 2024. This change equates to an increase of approximately \$624 in annual income for a full-time worker earning minimum wage, which is enough to cover 5 weeks of groceries for a single parent with two young children. The tipped minimum wage in Missouri is \$6.15, set in state statute as 50% of the regular state minimum wage. Missouri has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators introduced H.B. 2745 and S.B. 1126, which would have increased the state minimum wage to \$13.75 in 2025 and \$15.00 in 2026. The bills did not pass this session. However, in November 2024, voters in Missouri will vote on a citizen-initiated ballot measure which, if approved, would gradually increase the state minimum wage to \$15.00 by 2026.</p>
Montana	<p>Montana is the only state to newly implement a state minimum wage of at least \$10.00 this year. The state minimum wage is adjusted annually for inflation. As a result, on January 1, 2024, Montana's minimum wage increased from \$9.95 to \$10.30. This change equates to an increase of approximately \$728 in annual income for a full-time worker earning minimum wage, which is enough to cover 5 weeks of groceries for a single parent with two young children. Montana's minimum wage does not apply to businesses not covered by the federal Fair Labor Standards Act whose gross annual sales are \$110,000 or less. Per state statute, tipped workers must be paid the regular minimum wage.</p> <p>Montana did not hold a regular legislative session this year.</p>
Nebraska	<p>In 2022, voters in Nebraska approved a ballot measure to incrementally increase the state minimum wage to \$15.00 by 2026, with annual adjustments for inflation thereafter. As a result, Nebraska's state minimum wage increased from \$10.50 to \$12.00 on January 1, 2024. This change equates to an increase of approximately \$3,120 in annual income for a full-time worker earning minimum wage, which is enough to cover 5 months of groceries for a single parent with two young children. Nebraska state statute specifies the tipped minimum wage as \$2.13, which is equal to the federal tipped minimum wage.</p> <p>In the last year, legislators introduced L.B. 327, which would have limited any state minimum wage adjustments for inflation to no more than 1.5% each year. The bill did not pass this session.</p>
Nevada	<p>Nevada's state minimum wage increased from \$11.25 to \$12.00 for all employers on July 1, 2024. This change equates to an increase of approximately \$1,560 in annual income for a full-time worker earning minimum wage, which is enough to cover 12 weeks of groceries for a single parent with two young children. Prior to 2024, Nevada's state minimum wage was tiered such that employers that offered health insurance were permitted to pay a lower minimum wage (\$1.00 less than the minimum wage for employers that did not offer health insurance). In 2022, voters approved a legislatively referred ballot measure that eliminated all future annual cost-of-living adjustments, as well as the two-tiered minimum wage system.</p> <p>In Nevada, tipped workers must be paid the regular minimum wage. In 2023, legislators enacted a bill to phase out and fully eliminate the subminimum wage for workers with disabilities by January 1, 2028.</p> <p>Nevada did not hold a regular legislative session this year.</p>

New Hampshire	<p>New Hampshire's state minimum wage is set in state statute as equal to the federal minimum wage, which is currently \$7.25. Approximately 6,300 hourly workers would see an increase in their wages if New Hampshire increased its state minimum wage to \$10.00. The tipped minimum wage in New Hampshire is \$3.26, set in statute as 45% of the regular minimum wage. In 2015, legislators enacted S.B. 46, which eliminated the subminimum wage for workers with disabilities in July 2015.</p> <p>In the last year, legislators introduced S.B. 308, which would have increased the state minimum wage to \$15.00 on July 1, 2025. Legislators also introduced H.B. 1322, which would have gradually increased the state minimum wage to \$17.00 by 2029. The bills did not pass this session.</p>
New Jersey	<p>New Jersey's state minimum wage increased from \$14.13 to \$15.13 on January 1, 2024. This change equates to an increase of approximately \$2,080 in annual income for a full-time worker earning minimum wage, which is enough to cover 16 weeks of groceries for a single parent with two young children. Annual adjustments for inflation will begin in 2025. The minimum wage for seasonal and small employers (employers with 5 or fewer workers) is \$13.73. The tipped minimum wage in New Jersey is \$5.26. Beginning January 1, 2024, the tipped minimum wage was set as \$9.87 less than the regular minimum wage.</p> <p>In the last year, legislators introduced S. 1646, which would eliminate the subminimum wage for workers with disabilities. Legislators also introduced A. 785, which would prohibit localities from enacting a minimum wage that is higher than the state minimum wage. As of October 2024, the bills had not passed.</p>
New Mexico	<p>In 2019, New Mexico legislators enacted a bill to gradually increase the state minimum wage until it reached \$12.00 on January 1, 2023. New Mexico's state minimum wage remains at \$12.00, and there are no additional increases scheduled. The tipped minimum wage in New Mexico is \$3.00.</p> <p>In the last year, legislators did not introduce any bills to increase the state minimum wage.</p>
New York	<p>New York state law designates differing state minimum wages based on geography. The state minimum wage in most of New York increased from \$14.20 to \$15.00 on January 1, 2024. This change equates to an increase of approximately \$1,664 in annual income for a full-time worker earning minimum wage, which is enough to cover 12 weeks of groceries for a single parent with two young children. The minimum wage in New York City, Long Island, and Westchester County increased from \$15.00 to \$16.00 on January 1, 2024. In 2023, legislators enacted A. 3006C, which will gradually increase the state minimum wage to \$16.00 in most of New York state and to \$17.00 in New York City, Long Island, and Westchester Country by 2026, with annual adjustments to inflation thereafter.</p> <p>Similar to the regular minimum wage, the tipped minimum wage in New York also varies depending on both geography and industry. The tipped minimum wage for food service workers (but not "fast food" workers) is \$10.00 in most of New York state and \$10.65 in New York City and surrounding areas. The tipped minimum wage for other service employees is \$12.50 in most of New York state and \$13.35 in New York City and surrounding areas. Fast food workers must be paid the regular minimum wage for the region, as of January 1, 2024.</p> <p>In the last year, legislators introduced companion bills S. 8154/S. 9093, which would have increased the state minimum wage in all regions of the state to \$16.00 in 2025 and \$17.00 in 2026. Legislators also considered several bills that were carried over from the 2023 legislative session, including companion bills S. 3434/A. 4347, which would have eliminated the subminimum wage for workers with disabilities, as well as companion bills S. 1978S/A. 2204S, which would have gradually increased the state minimum wage until it reached \$21.25 in 2026 in all regions of the state. None of the bills passed this session.</p>

North Carolina	<p>North Carolina state statutes specify either a \$6.15 minimum wage or the federal minimum, whichever is higher. As a result, North Carolina's state minimum wage defaults to the federal minimum of \$7.25. Approximately 70,700 hourly workers would see an increase in their wages if North Carolina increased its state minimum wage to \$10.00. The tipped minimum wage also defaults to the federal minimum, which is currently \$2.13. North Carolina has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators introduced S. 878, which would have increased the state minimum wage to \$15.00 and repealed the state's minimum wage preemption law. Legislators also introduced H. 958, which would have eliminated the subminimum wage for tipped workers. The bills did not pass this session.</p>
North Dakota	<p>North Dakota's state statute specifies a minimum wage of \$7.25, which is equal to the federal minimum wage. Approximately 4,800 hourly workers would see an increase in their wages if North Dakota increased its state minimum wage to \$10.00. The tipped minimum wage in North Dakota is \$4.86, set at 67% of the regular minimum wage. North Dakota has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>North Dakota did not hold a regular legislative session this year.</p>
Ohio	<p>Ohio's state minimum wage is adjusted annually for inflation. As a result, the state minimum wage increased from \$10.10 to \$10.45 on January 1, 2024. This change equates to an increase of approximately \$728 in annual earnings for a full-time minimum wage worker, which is enough to cover 5 weeks of groceries for a single parent with two young children. Ohio's state minimum wage only applies to employees of businesses with annual gross revenues of \$342,000 or more. The tipped minimum wage is \$5.25, set at 50% of the regular minimum wage. Ohio has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators introduced S.B. 256, which would gradually increase the state minimum wage until it reaches \$15.00 in 2028, and H.B. 427, which would phase out and fully eliminate the subminimum wage for workers with disabilities. Legislators also considered two bills (S.B. 146 and H.B. 96) that were carried over from the 2023 session and would gradually increase the state minimum wage to \$15.00 in 2027 and 2028, respectively. As of October 2024, none of the bills had passed.</p>
Oklahoma	<p>Oklahoma's state minimum wage is set by state statute to be equal to the federal minimum wage, which is currently \$7.25. Approximately 50,400 hourly workers would see an increase in their wages if Oklahoma increased its state minimum wage to \$10.00. The tipped minimum wage also defaults to the federal tipped minimum, which is currently \$2.13. Oklahoma has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators introduce S.B. 1276, which would have set the state minimum wage to \$13.00 with \$0.50 annual increases for the next 5 years. Legislators also introduced H.B. 3520, which would have established a \$5.00 minimum wage for tipped workers in the food service industry, as well as H.B. 3796, which would have created a task force to develop a plan to phase out the subminimum wage for workers with disabilities. The bills did not pass this session.</p> <p>However, a citizen-initiated ballot measure to gradually increase the state minimum wage to \$15.00 has been approved and will be on the ballot for the June 2026 gubernatorial primary election.</p>

Oregon	<p>Oregon's state minimum wage is adjusted annually for inflation. As a result, the standard minimum wage increased from \$14.20 to \$14.70 on July 1, 2024. This change equates to an increase of approximately \$1,040 in annual earnings for a full-time minimum wage worker, which is enough to cover 8 weeks of groceries for a single parent with two young children.</p> <p>Oregon's state minimum wage also varies based on geographic region. The minimum wage in the Portland Urban Growth Boundary is \$15.95 (the standard wage plus \$1.25) and the minimum wage for designated non-urban counties is \$13.70 (the standard wage minus \$1.00).</p> <p>In Oregon, tipped workers and workers with disabilities must be paid the regular minimum wage. In 2019, legislators enacted S.B. 494, which eliminated the subminimum wage for workers with disabilities on July 1, 2023. Oregon has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators did not introduce any bills to increase the state minimum wage.</p>
Pennsylvania	<p>Pennsylvania's state minimum is set as equal to the federal minimum wage, which is currently \$7.25. Approximately 104,100 hourly workers would see an increase in their wages if Pennsylvania increased its state minimum wage to \$10.00. The tipped minimum wage in Pennsylvania is \$2.83, which is 70 cents higher than the federal tipped minimum wage of \$2.13. Pennsylvania has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators introduced S.B. 1186, which would immediately increase the state minimum wage to \$20.00 and adjust the wage for inflation every 5 years. The bill would also increase the tipped minimum wage to 70% of the regular minimum wage. Legislators also introduced H.B. 2485, which would prohibit the subminimum wage for workers with a disability in state contracts. In addition, legislators considered multiple bills that were carried over from the 2023 session and would increase the state minimum wage to \$15.00 on varying timelines. As of October 2024, the bills had not passed.</p>
Rhode Island	<p>Rhode Island's state minimum wage increased from \$13.00 to \$14.00 on January 1, 2024. This change equates to an increase of approximately \$2,080 in annual income for a full-time worker earning minimum wage, which is enough to cover 16 weeks of groceries for a single parent with two young children. In 2017, legislators enacted a bill to gradually increase the state minimum wage until it reaches \$15.00 on January 1, 2025.</p> <p>The tipped minimum wage in Rhode Island is \$3.89, as designated by state statute. In 2022, legislators enacted S. 2242, which eliminated the subminimum wage for workers with disabilities. Rhode Island has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators enacted H.B. 7532/S.B. 2021, which will cover domestic workers under the state minimum wage law. Legislators also introduced S.B. 2475 and H.B. 7579, which would have gradually increased the state minimum wage until it reaches \$20.00 in 2026 and 2029, respectively. Legislators also introduced H.B. 7853, which would have increased the tipped minimum wage to \$6.75, and H.B. 7531, which would have gradually increased the tipped minimum wage until 2029 when the tipped minimum wage would have been the same as the regular minimum wage. The bills did not pass this session.</p>

South Carolina	<p>South Carolina state statutes do not specify a state minimum wage, therefore, the minimum wage defaults to the federal minimum wage of \$7.25. Approximately 56,500 hourly workers would see an increase in their wages if South Carolina increased its state minimum wage to \$10.00. The tipped minimum wage also defaults to the federal tipped minimum, which is currently \$2.13. In 2022, legislators enacted S. 533, which eliminated the subminimum wage for workers with disabilities on August 1, 2024. South Carolina has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators introduced H.B. 5187, which would have immediately increased the state minimum wage to \$10.00. The bill did not pass this session.</p>
South Dakota	<p>South Dakota's state minimum wage is adjusted annually for inflation. As a result, the state minimum wage increased from \$10.80 to \$11.20 on January 1, 2024. This change equates to an increase of approximately \$832 in annual income for a full-time worker earning minimum wage, which is enough to cover 6 weeks of groceries for a single parent with two young children. The tipped minimum wage is \$5.60, set in statute as 50% of the regular minimum wage.</p> <p>In the last year, legislators introduced S.B. 132, which would have increased the state minimum wage to \$13.50 in 2025 and \$15.00 in 2026. The bill did not pass this session.</p>
Tennessee	<p>Tennessee state statutes do not specify a state minimum wage, therefore, the minimum wage defaults to the federal minimum wage of \$7.25. Approximately 59,400 hourly workers would see an increase in their wages if Tennessee increased its state minimum wage to \$10.00. The tipped minimum wage also defaults to the federal tipped minimum, which is currently \$2.13. In 2022, legislators enacted S.B. 2042, which eliminated the subminimum wage for workers with disabilities on July 1, 2022. Tennessee has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators introduced companion bills S.B. 2646/H.B.2602, which would have increased the state minimum wage to \$20.00 in 2025. Legislators also considered H.B. 819, which would have increased the state minimum wage to \$12.00. The bills did not pass this session.</p>
Texas	<p>Texas' state minimum wage is set by state statute to equal the federal minimum wage, which is currently \$7.25. Approximately 274,100 hourly workers would see an increase in their wages if Texas increased its state minimum wage to \$10.00. The tipped minimum wage also defaults to the federal tipped minimum, which is currently \$2.13. Texas has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>Texas did not hold a regular legislative session this year.</p>
Utah	<p>Utah's state minimum wage is set in state statute as equal to the federal minimum wage, which is currently \$7.25. Approximately 16,300 hourly workers would see an increase in their wages if Utah increased its state minimum wage to \$10.00. The tipped minimum wage also defaults to the federal tipped minimum, which is currently \$2.13. Utah has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators introduced H.B. 454, which would have established a tiered minimum wage system based on age, beginning in 2026. The tiered system would have been as follows: \$10.00 for workers ages 18 or younger, \$13.00 for workers between the ages of 18-21, \$15.00 for workers ages 21 and 22, and \$19.00 for workers ages 23 and older. Legislators also introduced H.B. 205, which would have eliminated the subminimum wage for workers with disabilities in 2026. The bills did not pass this session.</p>

Vermont	<p>Vermont’s state minimum wage is adjusted annually for inflation. As a result, the state minimum wage increased from \$13.18 to \$13.67 on January 1, 2024. This change equates to an increase of approximately \$1,019 in annual income for a full-time worker earning minimum wage, which is enough to cover 8 weeks of groceries for a single parent with two young children. The tipped minimum wage in Vermont is \$6.84, set in statute as 50% of the regular minimum wage.</p> <p>In the last year, legislators did not introduce any bills to increase the state minimum wage.</p>
Virginia	<p>Virginia’s state minimum wage remains \$12.00 because the wage did not increase this year. In 2020, legislators enacted a bill to gradually increase the state minimum wage until it reaches \$15.00 on January 1, 2026, with annual adjustments for inflation thereafter, provided the legislature “re-enact” a bill in a subsequent session to continue the scheduled increases for 2025 and 2026. The tipped minimum wage in Virginia defaults to the federal tipped minimum, which is \$2.13. In 2023, legislators enacted H.B. 1924 to phase out and fully eliminate the subminimum wage for workers with disabilities by July 1, 2030. Employers that had active 14(c) certificates as of July 1, 2023 may continue to pay subminimum wages until July 1, 2030, but the state can no longer issue new certificates.</p> <p>In the last year, legislators adopted S.B. 1 and H.B. 1, which would have resumed previously scheduled increases to the state minimum wage for 2025 and 2026, however Governor Youngkin vetoed the bills, so these increases will not take place. Annual inflation adjustments will now begin on January 1, 2025. Legislators also adopted H.B. 335, which would have gradually increased the tipped minimum wage until 2028, when the tipped minimum wage would have been equal to the regular minimum wage, but the Governor vetoed this bill as well.</p>
Washington	<p>Washington’s state minimum wage is adjusted annually for inflation. As a result, the state minimum wage increased from \$15.74 to \$16.28 on January 1, 2024. This change equates to an increase of approximately \$1,123 in annual income for a full-time worker earning minimum wage, which is enough to cover 8 weeks of groceries for a single parent with two young children.</p> <p>In Washington, tipped workers must be paid the regular minimum wage, and in 2021, legislators enacted S.B. 5284, which eliminated the subminimum wage for workers with disabilities on August 1, 2024.</p> <p>In the last year, legislators did not introduce any bills to increase the state minimum wage.</p>
West Virginia	<p>West Virginia’s state minimum wage has been \$8.75 since December 31, 2015. Approximately 14,700 hourly workers would see an increase in their wages if West Virginia increased its state minimum wage to \$10.00. The tipped minimum wage is \$2.62, set in statute as 30% of the regular minimum wage.</p> <p>In the last year, legislators introduced H.B. 4256 and H.B. 4534, which would have gradually increased the state minimum wage until it reached \$15.00 in 2028 and 2029, respectively. Legislators also introduced H.B. 5221, which would have annually increased the minimum wage based on inflation. In addition, legislators introduced H.B. 4749, which would have created an “Employment First” policy to facilitate competitive employment where workers with disabilities are paid the state minimum wage. The bills did not pass this session.</p>

Wisconsin	<p>Wisconsin's state statute specifies a minimum wage of \$7.25, which is equal to the federal minimum wage. Approximately 27,500 hourly workers would see an increase in their wages if Wisconsin increased its state minimum wage to \$10.00. The tipped minimum wage is \$2.33, which is 20 cents higher than the federal tipped minimum wage of \$2.13. Wisconsin has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators introduced companion bills S.B. 1038/A.B. 1146, which would have increased the state minimum wage to \$10.85 initially and to \$15.00 1 year later, with annual adjustments for inflation thereafter. The bills would have also eliminated the separate tipped minimum wage. Legislators also considered companion bills S.B. 457/A.B. 488, which would have eliminated the tipped minimum wage, as well as A.B. 479, which would have repealed the state's minimum wage preemption law. The bills did not pass this session.</p>
Wyoming	<p>Wyoming state statute specifies a \$5.15 minimum wage, therefore, the state minimum wage defaults to the federal minimum wage of \$7.25. Approximately 5,000 hourly workers would see an increase in their wages if Wyoming increased its state minimum wage to \$10.00. The tipped minimum wage is \$2.13, which is the same as the federal tipped minimum wage.</p> <p>In the last year, legislators did not introduce any bills to increase the state minimum wage.</p>

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