



## Raises From Coast to Coast in 2020: Minimum Wage Will Increase in Record-High 47 States, Cities, and Counties This January

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## ***Raises From Coast to Coast in 2020: Minimum Wage Will Increase in Record-High 47 States, Cities, and Counties This January***

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On January 1, 2020 (December 31, 2019 in New York) the minimum wage will increase in 21 states<sup>i</sup> and 26 cities and counties. In 17 of those jurisdictions, the minimum wage will reach or surpass \$15 per hour. Later in 2020, four more states and 23 additional localities will also raise their minimum wages—15 of them to \$15 or more. This is the greatest number of states and localities *ever* to raise their wage floors, both in January and for the year as a whole. More and more jurisdictions have been raising their minimum wages since the Fight for \$15 movement began in November 2012.

In total, 24 states and 48 cities and counties will raise their minimum wages sometime in 2020. (Illinois and Saint Paul, MN will increase their minimum wages twice in 2020 but are counted only once in the year's grand total.)

These increases will put much-needed money into the hands of the lowest-paid workers, many of whom struggle with high and ever-increasing costs of living. Below is a summary of what to expect in 2020:

- **Minimum wage will increase in 21 states and 26 cities and counties on or around New Year's Day, for a total of 47 jurisdictions. (See Table 2.)**
  - Among the 21 states and 26 cities and counties raising their minimum wages on or around January 1, 2020 are Illinois and Saint Paul, MN, which will raise their wage floors twice—in January and July.
  - **In 17 cities and counties**, the minimum wage will **reach or exceed \$15** per hour—including Petaluma, CA and Seattle, WA, which will have lower minimum wage rates for small employers; and New York City, which will require a \$15 minimum wage for employers of any size and in any industry, as part of statewide minimum wage increases.

<sup>i</sup> In New York, the minimum wage increases on December 31, 2019. For the purposes of this report, however, we count New York among jurisdictions raising wages in 2020.

- **In 7 states**, the minimum wage will increase due to Consumer Price Index (CPI)-based cost-of-living adjustments (**inflation**).
  - **In 17 cities and counties**, the wage floor will also be adjusted for **inflation**—including Redwood and San Mateo, CA, which will add CPI increases to the last step of the minimum wage increases; and Seattle, WA, which will continue to phase in a \$15 minimum wage for small employers who provide medical benefits, while implementing cost-of-living adjustments for all other employers.
- **Later in 2020, 4 states and 23 cities and counties will follow with additional minimum wage increases, for a total of 27 jurisdictions. (See Table 3).**
- Among the 4 states and 23 cities and counties raising their minimum wages later in 2020 are Illinois and Saint Paul, MN, which will raise their wage floors twice—in January and July.
  - **In 15 cities and counties**, the minimum wage will **reach or exceed \$15** per hour—including Berkeley, Emeryville, Milpitas, and San Francisco, CA, which have already reached or surpassed a \$15 minimum wage and are expected to raise wages further; and Fremont, the City of Los Angeles, the County of Los Angeles, Malibu, Novato, Pasadena, Santa Monica, and Santa Rosa, CA, which will have lower minimum wages for small employers.
  - **In 9 cities and counties**, the minimum wage will increase due to **cost-of-living adjustments**—including Santa Monica, CA, which will continue to phase in a \$15 minimum wage for large and small employers, while implementing inflation adjustments for the hotel industry; and Cook County, IL, which will continue to phase in a \$13 minimum wage, while implementing inflation adjustments to its tipped wage.

## **Workers Whose Raises Were Blocked by Preemption Are Losing \$1.5 Billion Annually; Millions Are Stuck at the Federal \$7.25 Minimum Wage**

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Although 2020 brings good tidings for significant numbers of workers in dozens of local jurisdictions (as summarized above), nearly **346,000 workers in 12 cities and counties** will not benefit from higher local wages because of state laws *preempting*, or invalidating, local minimum wage laws. Unfortunately, this will continue to be the case unless state legislatures repeal minimum wage preemption and allow municipalities to set their own wage floors (as Colorado has recently done).

As we discussed in detail in our recent report, *Fighting Wage Preemption: How Workers Have Lost Billions in Wages and How We Can Restore Local Democracy*, 12 municipalities in six states (Birmingham, AL; Miami Beach, FL; Johnson County, Lee County, Linn County, Polk County, and Wapello County, IA; Lexington and Louisville, KY; Kansas City and St. Louis, MO; and Madison, WI) moved to adopt higher wages in recent years, only to be blocked from doing so by their state legislatures. As a result of minimum wage preemption, workers in these 12 cities and counties are **losing approximately \$1.5 billion in wages, annually**.

Wage preemption is a racial and gender justice issue: In all but two of the 12 preempted cities and counties, women make up the majority of affected workers; and workers of color constitute the overwhelming majority of affected workers in three cities (Birmingham, Miami Beach, and St. Louis), and substantial shares in six additional localities.

Fortunately, some states have introduced bills to repeal these laws. In May 2019, advocates in Colorado successfully pushed the legislature to repeal wage preemption, allowing the City of Denver to adopt its own wage floor just six months later, in November 2019. (Table 1, below, summarizes states with recent or ongoing effort to repeal preemption.)

Table 1. States with Recent or Ongoing Minimum Wage Preemption Repeal Efforts		
State	Bill No. (in 2019 Legislative Session)	Status
Colorado	HB19-1210	Introduced, passed and became law.
Georgia	HB 573	Second reading in the House.
Hawaii	HB 96	Passed in the House; Passed first reading in the Senate. <i>(Bill would not repeal existing preemption statute but would give counties express authority to raise the minimum wage.)</i>
Indiana	SB 82 and HB 1230	Referred to Committee on Pensions and Labor (SB 82). Referred to Committee on Government and Regulatory Reform (HB 1230).
Kansas	HB 2017	Referred to Committee on Commerce, Labor and Economic Development.
Kentucky	HB 302	Referred to Local Government Committee.
Louisiana	HB 422	Referred to Committee on Labor and Industrial Relations, and Committee on Municipal, Parochial and Cultural Affairs.
Mississippi	SB 2321, SB 2370 and SB 2150	Introduced and referred to Finance Committee.
New York	S 2228 and A 5441	Referred to Senate Labor Committee (S 2228) and Assembly Labor Committee (A 5441). <i>(Bill would override court precedent preempting local minimum wages and give local governments express authority to raise the minimum wage.)</i>
Ohio	HB 34	Referred to Commerce and Labor Committee.
Oklahoma	HB 1131, HB 2466 and SB 713	Referred to Committee on Business and Commerce (HB 1131). Referred to Committee on Business, Commerce and Tourism (SB 713). Referred to Rules Committee (HB 2466).
Texas	SB 161 and HB 328 (2018 session)	Referred to Natural Resources & Economic Development Committee (Senate), or State Affairs Committee (House).
Virginia	HB 2631	Referred to Commerce and Labor Committee.

With the exception of Florida and Missouri, workers whose local raises were blocked by their state legislatures live in states that have not raised the statewide minimum wage above the federal level—which has been stuck at a deplorable \$7.25 for more than 10 years.<sup>ii</sup>

Through their advocacy for higher minimum wages and local democracy, workers in preempted jurisdictions have made their demands clear—and we can't leave them behind. It is crucial both that we support these local efforts by fighting wage preemption, and that we push Congress to raise the federal baseline below which no worker's wages can fall. By gradually raising the federal minimum wage to \$15 by 2024, the Raise the Wage Act of 2019 would lift pay for nearly 40 million workers—26.6 percent of the U.S. workforce—including for many workers impacted by wage preemption or who live in states with the lowest wages.<sup>iii</sup>

## Conclusion

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The continued success of the Fight for \$15 movement, demonstrated once again by the record number of jurisdictions set to increase their minimum wage rates in 2020, should suggest to any lawmakers who continue to resist raises that their opposition is futile.

With each passing day, and with each additional victory of the Fight for \$15, it becomes increasingly clear that workers need raises, and that the people believe that we can and should raise the floor. This New Year, we should celebrate our successes while preparing for the fights ahead: To pass the federal Raise the Wage Act, to defeat wage preemption, and to support more wage victories in cities, counties, and states across the country.

<sup>ii</sup> See Table 1 in Mitchell Hirsch, *The 21 States Stuck at \$7.25: Federal Raise the Wage Act of 2017 Would Lift Wages for 20 Million Workers in These States*, National Employment Law Project, July 2017.

<sup>iii</sup> Economic Policy Institute and National Employment Law Project, *Why America Needs a \$15 Minimum Wage*, January 15, 2019.

**Table 2. State and Local Minimum Wage Increases On or About January 1, 2020**

Minimum Wage Laws in the \$12 - \$15 Range							
Jurisdiction	Approved Minimum Wage	New Minimum Wage	New Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step or Index
Arizona <sup>1</sup>	\$12.00 (2020)	\$12.00	\$9.00	01/01/2020	\$11.00	\$8.00	Last step
California <sup>2</sup>	\$15.00 (2022-23)	\$13.00 (large empl.); \$12.00 (small empl.)	No tip credit	01/01/2020	\$12.00 (large empl.) \$11.00 (small empl.)	No tip credit	Fourth step
Colorado <sup>3</sup>	\$12.00 (2020)	\$12.00	\$8.98	01/01/2020	\$11.10	\$8.08	Last step
Illinois <sup>4</sup>	\$15.00 (2025)	\$9.25 <i>(See also Table 3)</i>	\$5.55 <i>(See also Table 3)</i>	01/01/2020 <i>(See also Table 3)</i>	\$8.25	\$4.95	First step
Maine <sup>5</sup>	\$12.00 (2020)	\$12.00	\$6.00	01/01/2020	\$11.00	\$5.50	Last step
Maryland <sup>6</sup>	\$15.00 (2025)	\$11.00	\$3.63 (no change)	01/01/2020	\$10.10	\$3.63	First step
Massachusetts <sup>7</sup>	\$15.00 (2023)	\$12.75	\$4.95	01/01/2020	\$12.00	\$4.35	Second step
Michigan <sup>8</sup>	\$12.05 (2030)	\$9.65	\$3.67	01/01/2020	\$9.45	\$3.59	Second step
Missouri <sup>9</sup>	\$12.00 (2023)	\$9.45	\$4.73	01/01/2020	\$8.60	\$4.30	Second step
New Jersey <sup>10</sup>	\$15.00 (2024-27)	\$11.00 (standard); \$10.30 (seasonal, small empl. & agro)	\$3.13	01/01/2020	\$10.00	\$2.63	Second step
New Mexico <sup>11</sup>	\$12.00 (2023)	\$9.00	\$2.35	01/01/2020	\$7.50	\$2.13	First step
New York <sup>12</sup>	\$15 (2018-21) <i>(standard)</i>	\$15.00 (NYC small & large); \$13.00 (LI & WC); \$11.80 (Upstate)	\$7.50 - \$12.75 (varies by firm size, region, industry & amount of earned tips)	12/31/2019	\$15.00 (NYC large); \$13.50 (NYC small); \$12.00 (LI & WC); \$11.10 (Upstate)	\$7.50-\$12.50 (varies by firm size, region, industry & amount of earned tips)	Fourth step

**Table 2. State and Local Minimum Wage Increases On or About January 1, 2020**

Jurisdiction	Approved Minimum Wage	New Minimum Wage	New Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step or Index
New York <sup>13</sup>	\$15 (2018-21) ( <i>fast food</i> )	\$15.00 (NYC no change); \$13.75 (rest of state)	Not applicable	12/31/2019	\$15.00 (NYC) \$12.75 (rest of state)	Not applicable	Fifth step
Washington State <sup>14</sup>	\$13.50 (2020)	\$13.50	No tip credit	01/01/2020	\$12.00	No tip credit	Last step
Flagstaff, AZ <sup>15</sup>	\$15.50 (2022) & One Fair Wage	\$13.00	\$10.00	01/01/2020	\$12.00	\$9.00	Fourth step
Belmont, CA <sup>16</sup>	\$15.00 (2020)	\$15.00	No tip credit	01/01/2020	\$13.50	No tip credit	Last step
Cupertino, CA <sup>17</sup>	\$15.00 (2019)	\$15.35	No tip credit	01/01/2020	\$15.00	No tip credit	CPI
Daly City, CA <sup>18</sup>	\$15.00 (2021)	\$13.75	No tip credit	01/01/2020	\$12.00	No tip credit	Second step
El Cerrito, CA <sup>19</sup>	\$15.00 (2019)	\$15.37	No tip credit	01/01/2020	\$15.00	No tip credit	CPI
Los Altos, CA <sup>20</sup>	\$15.00 (2019)	\$15.40	No tip credit	01/01/2020	\$15.00	No tip credit	CPI
Menlo Park, CA <sup>21</sup>	\$15.00 (2020)	\$15.00	No tip credit	01/01/2020	\$12.00 (large empl.) \$11.00 (small empl.)	No tip credit	First & last step
Mountain View, CA <sup>22</sup>	\$15.00 (2018)	\$16.05	No tip credit	01/01/2020	\$15.65	No tip credit	CPI
Oakland, CA <sup>23</sup>	\$12.25 (2015)	\$14.14	No tip credit	01/01/2020	\$13.80	No tip credit	CPI
Palo Alto, CA <sup>24</sup>	\$15.00 (2019)	\$15.40	No tip credit	01/01/2020	\$15.00	No tip credit	CPI
Petaluma, CA <sup>25</sup>	\$15.00 (2020-21)	\$15.00 (large empl.) \$14.00 (small empl.)	No tip credit	01/01/2020	\$12.00 (large empl.) \$11.00 (small empl.)	No tip credit	First step
Redwood, CA <sup>26</sup>	\$15.00 (2020)	\$15.38	No tip credit	01/01/2020	\$13.50	No tip credit	Last step + CPI

Jurisdiction	Approved Minimum Wage	New Minimum Wage	New Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step or Index
Richmond, CA <sup>27</sup>	\$15.00 (2019)	\$15.00	No tip credit	01/01/2020	\$15.00	No tip credit	CPI
San Jose, CA <sup>28</sup>	\$15.00 (2019)	\$15.25	No tip credit	01/01/2020	\$15.00	No tip credit	CPI
San Mateo, CA <sup>29</sup>	\$15.00 (2019-20)	\$15.38	No tip credit	01/01/2020	\$15.00 (standard) \$13.50 (nonprofit)	No tip credit	Last step + CPI
Santa Clara, CA <sup>30</sup>	\$15.00 (2019)	\$15.40	No tip credit	01/01/2020	\$15.00	No tip credit	CPI
Sonoma, CA <sup>31</sup>	\$16.00-\$17.00 (2023)	\$12.50 (small empl.) \$13.50 (large empl.)	No tip credit	01/01/2020	\$12.00 (large empl.) \$11.00 (small empl.)	No tip credit	First step
South San Francisco, CA <sup>32</sup>	\$15.00 by 2020	\$15.00	No tip credit	01/01/2020	\$12.00 (large empl.) \$11.00 (small empl.)	No tip credit	First & last step
Sunnyvale, CA <sup>33</sup>	\$15.00 (2018)	\$16.05	No tip credit	01/01/2020	\$15.65	No tip credit	CPI
Denver, CO <sup>34</sup>	\$15.87 by 2022	\$12.85	\$8.98 (state)	01/01/2020	\$11.10 (state)	\$8.08 (state)	First step
Saint Paul, MN <sup>35</sup>	\$15.00 (2022-27)	\$12.50 (very large) <i>(See also Table 3)</i>	No tip credit <i>(See also Table 3)</i>	01/01/2020 <i>(See also Table 3)</i>	\$9.86 (large empl.) \$8.04 (small empl.)	No tip credit	First step
Seattle, WA <sup>36</sup>	\$15.00 (2017-21)	<i>Large employers:</i> \$16.39 <i>Small employers:</i> \$15.75 (no benefits) \$13.50 (w/benefits)	<i>Large employers:</i> No tip credit <i>Small employers:</i> \$13.50	01/01/2020	<i>Large employers:</i> \$16.00 <i>Small employers:</i> \$15.00 (no benefits) \$12.00 (w/benefits)	<i>Large employers:</i> No tip credit <i>Small employers:</i> \$12.00	Sixth step & CPI
<b>Minimum Wage Laws Below \$12</b>							
Alaska <sup>37</sup>	\$9.75 (2016)	\$10.19	No tip credit	01/01/2020	\$9.89	No tip credit	CPI
Arkansas <sup>38</sup>	\$11.00 (2021)	\$10.00	\$2.63 (no change)	01/01/2020	\$9.25	\$2.63	Second step



Jurisdiction	Approved Minimum Wage	New Minimum Wage	New Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step or Index
Florida <sup>39</sup>	Constitutional Amend. (2004)	\$8.56	\$5.54	01/01/2020	\$8.46	\$5.44	CPI
Minnesota <sup>40</sup>	\$9.50 - \$7.75 (2016)	\$10.00 (large empl.) \$8.15 (small empl.)	No tip credit	01/01/2020	\$9.85 (large empl.) \$8.04 (small empl.)	No tip credit	CPI
Montana <sup>41</sup>	2006 Ballot	\$8.65	No tip credit	01/01/2020	\$8.50	No tip credit	CPI
Ohio <sup>42</sup>	Constitutional Amend. (2006)	\$8.70	\$4.35	01/01/2020	\$8.55	\$4.30	CPI
South Dakota <sup>43</sup>	\$8.50 (2015)	\$9.30	\$4.65	01/01/2020	\$9.10	\$4.55	CPI
Vermont <sup>44</sup>	\$10.50 (2018)	\$10.96	\$5.48	01/01/2020	\$10.78	\$5.39	CPI
San Diego, CA <sup>45</sup>	\$11.50 (2017)	\$13.00	No tip credit	01/01/2020	\$12.00	No tip credit	CPI
Albuquerque, NM <sup>46</sup>	\$8.50 (2013)	\$9.35 (no benefits) \$8.35 (with benefits)	\$5.60	01/01/2020	\$9.20 (no benefits) \$8.20 (with benefits)	\$5.50	CPI
Bernalillo County, NM <sup>47</sup>	\$8.50 (2014)	\$9.20	\$2.13 (no change)	01/01/2020	\$9.05	\$2.13	CPI
Las Cruces, NM <sup>48</sup>	\$10.10 (2019)	\$10.25	\$4.10 (NELP estimate)	01/01/2020	\$10.10	\$4.04	CPI
<b>Total number of states raising the minimum wage (to any level) on or about January 1, 2020</b>						<b>21</b> <sup>iv</sup>	<i>From CPI: 7</i>
<b>Total number of cities and counties raising the minimum wage (to any level) on or about January 1, 2020</b>						<b>26</b> <sup>v</sup>	<i>From CPI: 17</i> <sup>vi</sup>
<b>Total number of cities and counties to reach \$15 or more, on or about January 1, 2020</b>						<b>17</b> <sup>vii</sup>	

<sup>iv</sup> Includes Illinois, which is also counted in Table 3. Illinois will raise its minimum wage twice in 2020: In January and July.

<sup>v</sup> Includes Saint Paul, MN, which is also counted in Table 3. Saint Paul will raise its minimum wage twice in 2020: In January and July.

<sup>vi</sup> Includes Redwood and San Mateo, CA, which are adding CPI increases to the last step of their \$15.00 minimum wage laws; and Seattle, WA, which continues to phase in a \$15 minimum wage for small employers who provide their employees with medical benefits, while implementing inflation-based adjustments for all other employers.

<sup>vii</sup> Includes Petaluma, CA, and Seattle, WA, which in 2020 will have lower minimum wages for small employers. (In Seattle's case, specifically for small employers providing medical benefits.) It also includes New York City, which requires a \$15 minimum wage for businesses of any size and in any industry, as part of statewide increases.

**Table 3. State and Local Minimum Wage Increases Later in 2020**

Minimum Wage Laws in the <u>\$12 - \$15</u> Range							
Jurisdiction	Approved Minimum Wage	New Minimum Wage	New Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step or Index
Connecticut <sup>49</sup>	\$15.00 (2023)	\$12.00	<i>(No change)</i> \$6.38 (servers) \$8.23 (bartenders)	09/01/2020	\$11.00	\$6.38 (servers) \$8.23 (bartenders)	Second step
Illinois <sup>50</sup>	\$15.00 (2025)	\$10.00 <i>(See also Table 2)</i>	\$6.00 <i>(See also Table 2)</i>	07/01/2020 <i>(See also Table 2)</i>	\$8.25	\$4.95	Second step
Nevada <sup>51</sup>	\$12.00 (2024)	\$9.00 (no health ins) \$8.00 (w/health ins)	No tip credit	07/01/2020	\$8.25 (no health ins) \$7.25 (w/health ins)	No tip credit	First step
Oregon <sup>52</sup>	\$14.75 ( <i>Portland</i> ) & \$13.50 ( <i>standard</i> ) & \$12.50 ( <i>rural</i> ) (2022)	\$13.25 ( <i>Portland</i> ) \$12.00 ( <i>Standard</i> ) \$11.50 ( <i>rural</i> )	No tip credit	07/01/2020	\$12.50 ( <i>Portland</i> ) \$11.25 ( <i>standard</i> ) \$11.00 ( <i>rural</i> )	No tip credit	Fifth step
Alameda, CA <sup>53</sup>	\$15.00 (2020)	\$15.00	No tip credit	07/01/2020	\$13.50	No tip credit	Last step
Berkeley, CA <sup>54</sup>	\$15.00 (2018)	TBD	No tip credit	07/01/2020	\$15.59	No tip credit	CPI
Emeryville, CA <sup>55</sup>	\$15.00 (2017-18)	TBD	No tip credit	07/01/2020	\$16.30	No tip credit	CPI
Fremont, CA <sup>56</sup>	\$15.00 (2020-21)	\$15.00 (large empl.) \$13.50 (small empl.)	No tip credit	07/01/2020	\$13.50 (large empl.) \$11.00 (small empl.)	No tip credit	Second step
Los Angeles, CA <sup>57</sup>	\$15.00 (2020-21)	\$15.00 (large empl.) \$14.25 (small empl.)	No tip credit	07/01/2020	\$14.25 (large empl.) \$13.25 (small empl.)	No tip credit	Fifth step
Los Angeles County, CA <sup>58</sup>	\$15.00 (2020-21)	\$15.00 (large empl.) \$14.25 (small empl.)	No tip credit	07/01/2020	\$14.25 (large empl.) \$13.25 (small empl.)	No tip credit	Fifth step

Jurisdiction	Approved Minimum Wage	New Minimum Wage	2019 Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step or Index
Malibu, CA <sup>59</sup>	\$15.00 (2020-21)	\$15.00 (large empl.) \$14.25 (small empl.)	No tip credit	07/01/2020	\$14.25 (large empl.) \$13.25 (small empl.)	No tip credit	Fifth step
Milpitas, CA <sup>60</sup>	\$15.00 (2019)	TBD	No tip credit	07/01/2020	\$15.00	No tip credit	CPI
Novato, CA <sup>61</sup>	\$15.00 (2020-22)	\$15.00 (very large) \$14.00 (large empl.) \$13.00 (small empl.)	No tip credit	07/01/2020	\$12.00 (large empl.) \$11.00 (small empl.)	No tip credit	First step
Pasadena, CA <sup>62</sup>	\$15.00 (2020-21)	\$15.00 (large empl.) \$14.25 (small empl.)	No tip credit	07/01/2020	\$14.25 (large empl.) \$13.25 (small empl.)	No tip credit	Fifth step
San Francisco, CA <sup>63</sup>	\$15.00 (2018)	TBD	No tip credit	07/01/2020	\$15.59	No tip credit	CPI
San Leandro, CA <sup>64</sup>	\$15.00 (2020)	\$15.00	No tip credit	07/01/2020	\$14.00	No tip credit	Last step
Santa Monica, CA <sup>65</sup>	\$15.00 (2020-21) \$15.37 (2017 hotel)	\$15.00 (large empl.) \$14.25 (small empl.) TBD (hotel)	No tip credit	07/01/2020	\$14.00 (large empl.) \$13.50 (small empl.) \$16.63 (hotel)	No tip credit	Fifth step & CPI
Santa Rosa, CA <sup>66</sup>	\$15.00 (2020-21)	\$15.00 (large empl.) \$14.00 (small empl.)	No tip credit	07/01/2020	\$12.00 (large empl.) \$11.00 (small empl.)	No tip credit	First step
Washington, DC <sup>67</sup>	\$15.00 (standard) & \$5.00 (tipped)(2020)	\$15.00	\$5.00	07/01/2020	\$14.00	\$4.45	Last step
Chicago, IL <sup>68</sup>	\$15.00 (2023-24)	\$14.00 (large empl.) \$13.50 (small empl.)	\$8.40	07/01/2020	\$13.00	\$6.40	First step
Cook County, IL <sup>69</sup>	\$13.00 (2020)	\$13.00	TBD	07/01/2020	\$12.00	\$5.25	Last step & CPI
Montgomery County, MD <sup>70</sup>	\$15.00 (2021-24)	\$14.00 (large empl.) \$13.25 (mid-size) \$13.00 (small empl.)	\$4.00 (no change)	07/01/2020	\$12.25 (large empl.) \$12.00 (small & mid-size)	\$4.00	Third step

Jurisdiction	Approved Minimum Wage	New Minimum Wage	2019 Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step or Index
Minneapolis, MN <sup>71</sup>	\$15.00 (2022-24)	\$13.25 (large empl.) \$11.75 (small empl.)	No tip credit	07/01/2020	\$12.25 (large empl.) \$11.00 (small empl.)	No tip credit	Fourth step
Saint Paul, MN	\$15.00 (2022-27)	\$11.50 (large empl.) \$10.00 (small empl.) \$9.25 (micro empl.) <i>(See also Table 2)</i>	No tip credit <i>(See also Table 2)</i>	07/01/2020 <i>(See also Table 2)</i>	\$9.86 (large empl.) \$8.04 (small empl.)	No tip credit	Second step
<b>Minimum Wage Laws Under \$12</b>							
Portland, ME <sup>72</sup>	\$10.68 (2017)	TBD	\$6.00 (state law)	07/01/2020 (standard); 01/01/2020 (tipped)	\$11.00	\$5.50	CPI
Santa Fe, NM <sup>73</sup>	\$9.50 (2006)	TBD	\$2.13 (no change)	03/01/2020	\$11.80	\$2.13	CPI
Santa Fe County, NM <sup>74</sup>	\$10.66 (2014)	TBD	TBD	03/01/2020	\$11.80	\$3.53	CPI
<b>Total number of states raising the minimum wage (to any level) later in 2020</b>						<b>4</b> <sup>viii</sup>	<i>From CPI: None</i>
<b>Total number of cities and counties (including Washington, D.C.) raising the minimum wage (to any level) later in 2020</b>						<b>23</b> <sup>ix</sup>	<i>From CPI: 9</i> <sup>x</sup>
<b>Total number of cities and counties to reach \$15 or more, later in 2020</b>						<b>15</b> <sup>xi</sup>	

<sup>viii</sup> Includes Illinois, which is also counted in Table 2. Illinois will raise its minimum wage twice in 2020: In January and July.

<sup>ix</sup> Includes Saint Paul, MN, which is also counted in Table 2. Saint Paul will raise its minimum wage twice in 2020: In January and July.

<sup>x</sup> Includes Santa Monica, CA, which continues to phase in a \$15 minimum wage for large and small employers, while implementing inflation-based adjustments for the hotel industry; and Cook County, IL, which continues to phase in a \$13 minimum wage, while implementing inflation-based adjustment to its tipped wage.

<sup>xi</sup> Includes Berkeley, Emeryville, Milpitas, and San Francisco, CA, which have already reached or surpassed a \$15 minimum wages, and are expected to raise their wage floors further, based on inflation. Also includes Fremont, the city of Los Angeles, the county of Los Angeles, Malibu, Novato, Pasadena, Santa Monica and Santa Rosa, CA, which in 2020 will have \$15 minimum wages for large employers, and lower minimum wages for smaller employers.

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