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**2020 Minimum Wage Changes.** This material is current as of **Dec. 23, 2019**, and is subject to change. To assist you with planning, the following are states with increased minimum wage rates effective **Jan. 1, 2020**.

**Notes:**

- Many local jurisdictions have a minimum wage higher than the state. Employers covered by federal, state, and local minimum wage rates must generally pay employees the highest applicable rate.
- The New York effective date for minimum wage changes is **December 31, 2019**.

State	Non-Tipped Employees Minimum Wage	Tipped Employees Minimum Wage
Alaska	\$10.19	N/A
Arizona	\$12.00	\$9.00 <sup>1</sup>
Arkansas	\$10.00	\$2.63 <sup>1</sup>
California	\$13.00 <sup>2</sup> \$12.00 <sup>3</sup>	N/A
Colorado	\$12.00	\$8.98
Florida	\$8.56	\$5.54
Illinois	\$9.25	\$5.55
Maine	\$12.00	\$6.00
Maryland	\$11.00	\$3.63
Massachusetts	\$12.75	\$4.95
Michigan	\$9.65	\$3.67
Minnesota	\$10.00 <sup>2</sup>	N/A
Missouri	\$9.45	\$4.725
Montana	\$8.65	N/A
New Jersey	\$11.00	\$3.13
New Mexico	\$9.00	\$2.35
New York <sup>4</sup>	\$11.80	\$7.85
Ohio	\$8.70	\$4.35
South Dakota	\$9.30	\$4.65
Vermont	\$10.96	\$5.48
Washington	\$13.50	N/A

<sup>1</sup>These rates haven't changed for 2020

<sup>2</sup>Large Employer as defined by the agency

<sup>3</sup>Small Employer as defined by the agency

<sup>4</sup>Minimum wage rates may be higher based industry and location within New York State

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### Additional Notes

- California large employers are 26 or more employees; small employers have 25 or less employees. For more information on California small and large employers, go to [https://www.dir.ca.gov/dlse/faq\\_minimumwage.htm](https://www.dir.ca.gov/dlse/faq_minimumwage.htm).
- Minnesota large employers are employers with annual gross revenues of \$500,000 or more; small employers have an annual gross revenue of less than \$500,00. For information on Minnesota large employer change, go to <https://www.dli.mn.gov/news/minimum-wage-rates-adjusted-inflation-jan-1-2020>.

We are happy to assist you in complying with these new minimum wage rates. Review your payroll to determine if your business and employees are affected by these changes and notify us of any necessary adjustments. Failure to comply with minimum wage laws may result in substantial penalties.

**Important:** Paychex will not make any changes to your employees' payroll, including rate changes, without your express instructions to do so.

If you have questions, please contact your Paychex payroll representative.

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