

Tipped Workers State by State

National Women's Law Center

September 2019

	State minimum wage ¹	State tipped minimum cash wage ²	Overall wage gap ³	Share of tipped workers who are women ⁴	Share of tipped workers who are women of color	Poverty rate of women in tipped occupations ⁵	Poverty rate of women of color in tipped occupations ⁷
<i>United States</i>	\$7.25	\$2.13	\$0.80	69.7%	25.9%	17.0%	19.3%
Alabama	\$7.25	\$2.13	\$0.73	76.1%	25.4%	24.4%	30.8%
Alaska	\$9.89	N/A*	\$0.82	68.3%	26.2%	6.7%	5.1%
Arizona	\$11.00	\$8.00	\$0.85	68.4%	29.6%	15.9%	21.0%
Arkansas	\$9.25	\$2.63	\$0.79	75.6%	20.1%	22.8%	27.8%
California	\$12.00 ⁷	N/A*	\$0.89	63.9%	39.5%	13.4%	14.8%
Colorado	\$11.10	\$8.08	\$0.82	67.1%	20.7%	13.3%	14.8%
Connecticut	\$10.10	\$6.38-\$8.23 ⁸	\$0.83	70.1%	19.5%	8.4%	11.0%
Delaware	\$8.75	\$2.23	\$0.86	71.0%	19.7%	15.6%	20.3%
District of Columbia	\$13.25	\$3.89	\$0.89	51.5%	35.8%	10.9%	11.8%
Florida	\$8.46	\$5.44	\$0.87	65.7%	28.1%	15.2%	16.9%
Georgia	\$7.25	\$2.13	\$0.83	73.1%	33.6%	19.6%	22.2%
Hawaii	\$10.10	\$9.35	\$0.81	58.6%	44.7%	8.8%	9.0%
Idaho	\$7.25	\$3.35	\$0.75	78.0%	12.9%	19.9%	24.9%
Illinois	\$8.25	\$4.95	\$0.78	69.8%	23.2%	17.2%	21.8%
Indiana	\$7.25	\$2.13	\$0.73	76.6%	14.3%	21.2%	25.3%
Iowa	\$7.25	\$4.35	\$0.79	76.1%	12.5%	20.4%	18.9%
Kansas	\$7.25	\$2.13	\$0.77	73.5%	18.4%	20.2%	24.6%
Kentucky	\$7.25	\$2.13	\$0.79	71.8%	11.9%	20.4%	25.9%
Louisiana	\$7.25	\$2.13	\$0.69	72.1%	29.6%	21.2%	26.6%
Maine	\$11.00	\$5.50	\$0.82	79.5%	5.9%	13.4%	17.4%
Maryland	\$10.10	\$3.63	\$0.86	67.5%	32.0%	14.7%	15.3%
Massachusetts	\$12.00	\$3.75	\$0.83	72.7%	17.7%	13.2%	19.2%
Michigan	\$9.45	\$3.59	\$0.78	77.7%	16.3%	18.9%	25.3%
Minnesota	9.86 ⁹	\$8.04-\$9.86 ¹⁰	\$0.82	73.8%	14.4%	15.5%	17.7%
Mississippi	\$7.25	\$2.13	\$0.77	73.1%	28.4%	21.9%	25.5%
Missouri	\$8.60	\$4.30	\$0.79	72.9%	12.9%	19.1%	20.1%
Montana	\$8.50	N/A*	\$0.79	76.4%	11.4%	19.8%	14.8%
Nebraska	\$9.00	\$2.13	\$0.77	76.1%	14.7%	18.5%	22.3%
Nevada	8.25 ¹¹	N/A*	\$0.83	57.2%	30.3%	9.0%	9.6%
New Hampshire	\$7.25	\$3.26	\$0.79	79.8%	7.9%	11.3%	-
New Jersey	\$8.85	\$2.13	\$0.80	67.4%	27.6%	11.5%	15.4%
New Mexico	\$7.50	\$2.13	\$0.83	71.2%	50.1%	21.8%	22.8%
New York	\$11.10	\$7.50-\$9.25 ¹²	\$0.88	62.0%	27.4%	16.0%	21.2%
North Carolina	\$7.25	\$2.13	\$0.84	72.9%	25.0%	20.4%	23.6%
North Dakota	\$7.25	\$4.86	\$0.79	78.3%	10.8%	24.6%	52.8%
Ohio	8.55 ¹³	\$4.30	\$0.78	77.3%	13.2%	18.7%	23.1%
Oklahoma	\$7.25	\$2.13	\$0.77	73.3%	27.4%	22.8%	24.4%
Oregon	\$10.75	N/A*	\$0.82	74.2%	19.6%	19.3%	25.7%
Pennsylvania	\$7.25	\$2.83	\$0.80	74.9%	14.4%	16.1%	22.7%
Rhode Island	\$10.50	\$3.89	\$0.84	71.4%	15.6%	13.3%	12.0%
South Carolina	\$7.25	\$2.13	\$0.77	73.6%	21.6%	21.7%	27.5%
South Dakota	\$9.10	\$4.55	\$0.77	78.2%	9.2%	17.6%	33.8%
Tennessee	\$7.25	\$2.13	\$0.82	73.7%	18.8%	20.3%	23.7%
Texas	\$7.25	\$2.13	\$0.81	66.6%	40.3%	17.9%	19.9%
Utah	\$7.25	\$2.13	\$0.71	71.9%	17.8%	15.2%	22.6%
Vermont	\$10.78	\$5.39	\$0.86	81.3%	-	13.1%	-
Virginia	\$7.25	\$2.13	\$0.79	70.9%	30.5%	15.1%	14.8%
Washington	\$12.00	N/A*	\$0.78	72.1%	23.6%	13.4%	16.8%
West Virginia	\$8.75	\$2.62	\$0.74	77.3%	7.4%	21.7%	16.5%
Wisconsin	\$7.25	\$2.33	\$0.80	76.2%	11.4%	20.1%	24.1%
Wyoming	\$7.25	\$2.13	\$0.77	78.5%	11.8%	21.9%	36.5%

Dashes indicate that data are unavailable.

* N/A indicates that a state does not allow employees to count tips towards wages (i.e. does not allow a "tip credit"). The state's minimum wage applies equally to tipped and non-tipped workers.

- 1** U.S. Department of Labor, Minimum Wage Laws in the States, March 29, 2019. Some sub-state localities have adopted minimum wages above their state minimum wage, and some state minimum wage laws (e.g., New York) provide for minimum wage rates in specified metropolitan areas that vary from the statewide base wage. For more detail on local minimum wage rates, see the Economic Policy Institute's Minimum Wage Tracker, available at https://www.epi.org/minimum-wage-tracker/#/min_wage.
- 2** U.S. Department of Labor, Minimum Wages for Tipped Employees, Jan. 1, 2019.
- 3** NWLC calculations based on median annual earnings for full time, year round male and female workers using 2017 American Community Survey (ACS) one-year estimates. Figures are in 2017 dollars.
- 4** NWLC calculations based on 2013-2017 ACS five-year estimates using Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas, and Matthew Sobek. IPUMS USA: Version 9.0 [dataset]. Minneapolis, MN: IPUMS, 2019. <https://doi.org/10.18128/D010.V9.0>. Figures include all workers employed in tipped occupations.
- 5** Id. Figures include all workers employed in tipped occupations.
- 6** Id. Women of color include all women who did not self-identify as white, non-Hispanic women.
- 7** Minimum wage is \$11.00 for employers with 25 employees or less.
- 8** Minimum wage is \$6.38 for hotel restaurant workers and \$8.23 for bartenders.
- 9** Minimum wage is \$8.04 for small employers (annual revenue less than \$500,000).
- 10** Tipped minimum wage is \$9.86 for large employers and \$8.04 for small employers.
- 11** Minimum wage is \$7.25 for employees receiving health insurances benefits provided by employer.
- 12** Tipped minimum wage is \$7.50 for tipped food service workers and \$9.25 for tipped service employees.
- 13** Minimum wage \$7.25 for employers with annual gross receipts under \$305,000.