

Women in Tipped Occupations, State by State

National Women's Law Center

February 2021

	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 ⁵	Poverty rate of women in tipped occupations ⁶	Poverty rate of women of color in tipped occupations ⁷
United States	\$7.25	\$2.13	\$0.82	69.1%	27.2%	15.8%	17.6%
Alabama	\$7.25	\$2.13	\$0.74	76.4%	27.9%	21.4%	24.3%
Alaska	\$10.34	\$10.34	\$0.85	67.6%	30.5%	7.4%	-
Arizona	\$12.15	\$9.15	\$0.83	67.5%	31.6%	14.0%	17.4%
Arkansas	\$11.00	\$2.63	\$0.79	75.0%	22.2%	23.5%	24.8%
California	\$14.00 ⁸	\$14.00	\$0.88	63.9%	40.3%	12.3%	13.3%
Colorado	\$12.32	\$9.30	\$0.80	66.1%	22.2%	11.6%	13.7%
Connecticut	\$12.00	\$6.38 - 8.23 ⁹	\$0.84	69.3%	20.5%	11.2%	19.5%
Delaware	\$9.25	\$2.23	\$0.83	72.1%	22.0%	16.7%	-
District of Columbia	\$15.00	\$5.00	\$0.83	52.6%	40.3%	17.1%	-
Florida	\$8.65	\$5.63	\$0.83	65.8%	29.8%	13.4%	15.0%
Georgia	\$7.25	\$2.13	\$0.80	71.7%	34.5%	17.5%	18.9%
Hawaii	\$10.10	\$9.35 ¹⁰	\$0.89	60.0%	46.8%	8.4%	9.2%
Idaho	\$7.25	\$3.35	\$0.75	78.6%	16.5%	21.3%	26.0%
Illinois	\$11.00	\$6.60	\$0.78	69.6%	24.7%	15.9%	17.5%
Indiana	\$7.25	\$2.13	\$0.76	76.1%	14.9%	18.3%	21.7%
Iowa	\$7.25	\$4.35	\$0.78	74.8%	13.2%	19.1%	20.0%
Kansas	\$7.25	\$2.13	\$0.80	73.8%	19.5%	21.8%	28.8%
Kentucky	\$7.25	\$2.13	\$0.80	72.3%	13.5%	20.1%	22.5%
Louisiana	\$7.25	\$2.13	\$0.72	72.3%	30.7%	22.7%	25.8%
Maine	\$12.15	\$6.08	\$0.80	75.5%	3.1%	12.4%	-
Maryland	\$11.75	\$3.63	\$0.89	66.9%	32.3%	13.5%	13.7%
Massachusetts	\$13.50	\$5.55	\$0.81	69.9%	19.8%	11.7%	17.6%
Michigan	\$9.87	\$3.75	\$0.78	76.2%	16.1%	19.4%	31.6%
Minnesota	\$10.08 ¹¹	\$10.08	\$0.81	71.5%	14.8%	14.5%	15.9%
Mississippi	\$7.25	\$2.13	\$0.77	72.8%	30.4%	22.8%	23.7%
Missouri	\$10.30	\$5.15	\$0.80	72.2%	15.2%	17.6%	16.8%
Montana	\$8.75	\$8.75	\$0.78	73.9%	10.5%	22.5%	-
Nebraska	\$9.00	\$2.13	\$0.80	74.2%	19.4%	18.3%	25.3%
Nevada	\$9.00 ¹²	\$9.00	\$0.87	56.9%	30.0%	9.4%	10.1%
New Hampshire	\$7.25	\$3.26	\$0.82	79.3%	12.9%	11.3%	-
New Jersey	\$12.00	\$4.13	\$0.80	67.1%	28.3%	11.8%	15.5%
New Mexico	\$10.50	\$2.55	\$0.78	69.7%	49.4%	20.9%	21.1%
New York	\$12.50	\$8.35 - 10.40 ¹³	\$0.86	61.0%	27.2%	14.5%	18.9%
North Carolina	\$7.25	\$2.13	\$0.86	73.2%	26.2%	19.7%	24.7%
North Dakota	\$7.25	\$4.86	\$0.76	75.8%	10.6%	22.2%	-
Ohio	\$8.80 ¹⁴	\$4.40	\$0.79	75.9%	14.8%	19.6%	25.2%
Oklahoma	\$7.25	\$2.13	\$0.73	73.6%	27.9%	20.4%	22.9%
Oregon	\$12.00	\$12.00	\$0.80	73.2%	18.9%	16.6%	17.7%
Pennsylvania	\$7.25	\$2.83	\$0.79	73.8%	16.6%	15.0%	20.5%
Rhode Island	\$11.50	\$3.89	\$0.85	72.2%	17.9%	9.9%	-
South Carolina	\$7.25	\$2.13	\$0.77	72.2%	23.9%	20.0%	26.2%
South Dakota	\$9.45	\$4.73	\$0.75	78.8%	15.0%	14.2%	-
Tennessee	\$7.25	\$2.13	\$0.80	73.7%	19.7%	18.9%	22.5%
Texas	\$7.25	\$2.13	\$0.80	66.0%	41.0%	16.2%	17.5%
Utah	\$7.25	\$2.13	\$0.70	70.4%	14.6%	13.9%	18.0%
Vermont	\$11.75	\$5.88	\$0.91	74.7%	7.4%	17.8%	-
Virginia	\$7.25	\$2.13	\$0.80	70.7%	31.7%	15.2%	17.4%
Washington	\$13.69	\$13.69	\$0.79	71.6%	23.0%	12.6%	13.8%
West Virginia	\$8.75	\$2.62	\$0.76	73.0%	9.9%	23.2%	-
Wisconsin	\$7.25	\$2.33	\$0.81	76.1%	17.4%	15.2%	14.6%
Wyoming	\$7.25	\$2.13	\$0.65	78.1%	13.3%	21.2%	-

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 State minimum wage rates are current as of January 1, 2021. See U.S. Department of Labor, State Minimum Wage Laws, <https://www.dol.gov/agencies/whd/minimum-wage/state>. 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, <https://www.epi.org/minimum-wage-tracker/>.
- 2 State tipped minimum cash wage rates are current as of January 1, 2021. See U.S. Department of Labor, Minimum Wages for Tipped Employees <https://www.dol.gov/agencies/whd/state/minimum-wage/tipped>.
- 3 National figure: NWLC calculations based on U.S. Census Bureau, Current Population Survey, 2020 Annual Social & Economic Supplement using IPUMS. State figures: NWLC calculations based on U.S. Census Bureau, 2019 American Community Survey (ACS) 1-year sample using IPUMS.
- 4 NWLC calculations based on 2015-2019 ACS five-year estimates using IPUMS. Women of color includes all women who did not self-identify as white, non-Hispanic women.
- 5 *Id.*
- 6 *Id.*
- 7 *Id.*
- 8 California's minimum wage, which applies equally to tipped and non-tipped workers, is \$13.00 for employers with 25 or fewer employees and \$14.00 for all other employers.
- 9 Connecticut's tipped minimum cash wage is \$6.38 for hotel workers and restaurant servers and \$8.23 for bartenders.
- 10 Hawaii only allows employers to take a \$0.75 tip credit if an employee's combined base wage plus tips is at least \$7.00 per hour above the regular minimum wage.
- 11 Minnesota's minimum wage, which applies equally to tipped and non-tipped workers, is \$8.21 for employers with annual revenue less than \$500,000 and for employees under 18 years old; it is \$10.08 for all other employers/employees.
- 12 Nevada's minimum wage, which applies equally to tipped and non-tipped workers, is \$8.00 for employees who are offered qualifying health insurance benefits by the employer and \$9.00 for all other employees.
- 13 New York's tipped minimum wage is \$8.35 for tipped food service workers and \$10.40 for other tipped service employees in the hospitality industry. New York no longer allows a tip credit for tipped workers in other industries, such as nail salon technicians and valet attendants.
- 14 Ohio's minimum wage is \$7.25 for employers with annual gross receipts under \$323,000 and for employees under 16 years old; it is \$8.80 for all other employers/employees.