

Women in Tipped Occupations, State by State — June 2024



State	State minimum wage**	State tipped minimum cash wage	Overall wage gap	Share of tipped workers who are women	Share of tipped workers who are women of color	Poverty rate of women in tipped occupations	Poverty rate of women of color in tipped occupations
United States	\$7.25	\$2.13	\$0.84	69.2%	29.1%	10.8%	12.0%
Alabama	\$7.25	\$2.13	\$0.75	74.6%	26.8%	10.8%	-
Alaska	\$11.73	N/A*	\$0.86	70.1%	32.7%	-	-
Arizona	\$14.35	\$11.35	\$0.87	66.6%	32.7%	10.8%	-
Arkansas	\$11.00	\$2.63	\$0.80	75.5%	22.1%	16.5%	-
California	\$16.00	N/A*	\$0.89	63.8%	42.8%	8.9%	9.5%
Colorado	\$14.42	\$11.40	\$0.81	68.1%	25.2%	9.5%	9.6%
Connecticut	\$15.69	\$6.83-\$8.23 ⁱ	\$0.85	68.4%	26.1%	11.1%	-
Delaware	\$13.25	\$2.23	\$0.82	69.5%	25.7%	-	-
District of Columbia	\$17.00	\$8.00	\$0.84	48.8%	38.7%	-	-
Florida	\$12.00	\$8.98	\$0.85	66.1%	32.4%	9.0%	10.4%
Georgia	\$7.25	\$2.13	\$0.82	72.9%	37.3%	12.3%	12.7%
Hawaii	\$14.00	\$12.75 ⁱⁱ	\$0.83	64.9%	51.5%	5.3%	-
Idaho	\$7.25	\$3.35	\$0.76	76.7%	18.1%	13.8%	-
Illinois	\$14.00	\$8.40	\$0.81	70.8%	26.8%	10.2%	10.7%
Indiana	\$7.25	\$2.13	\$0.77	75.3%	16.8%	12.3%	13.8%
Iowa	\$7.25	\$4.35	\$0.81	79.2%	13.9%	12.4%	-
Kansas	\$7.25	\$2.13	\$0.78	71.9%	22.4%	15.4%	-
Kentucky	\$7.25	\$2.13	\$0.80	73.1%	12.0%	14.9%	-
Louisiana	\$7.25	\$2.13	\$0.75	70.3%	27.8%	16.2%	-
Maine	\$14.15	\$3.63	\$0.84	79.0%	-	-	-
Maryland	\$15.00	\$6.75	\$0.85	68.2%	35.0%	7.8%	-
Massachusetts	\$15.00	\$3.63	\$0.84	70.8%	21.3%	7.6%	-
Michigan	\$10.33	\$3.93	\$0.81	74.3%	18.7%	12.9%	19.3%
Minnesota	\$10.85 ⁱⁱⁱ	N/A*	\$0.83	72.2%	16.6%	8.6%	-
Mississippi	\$7.25	\$2.13	\$0.77	72.4%	30.0%	15.8%	-
Missouri	\$12.30	\$6.15	\$0.79	72.3%	17.1%	12.4%	14.0%
Montana	\$10.30	N/A*	\$0.81	74.9%	12.9%	17.0%	-
Nebraska	\$12.00	\$2.13	\$0.82	76.0%	19.0%	13.2%	-
Nevada	\$11.25 ^{iv}	\$11.25	\$0.87	56.3%	32.3%	7.1%	-
New Hampshire	\$7.25	\$3.27	\$0.75	74.2%	9.5%	-	-
New Jersey	\$15.13 ^v	\$5.26	\$0.83	67.3%	30.0%	8.2%	-
New Mexico	\$12.00	\$3.00	\$0.86	68.2%	49.4%	15.9%	-
New York	\$15.00	\$10.00 ^{vi}	\$0.88	62.8%	29.3%	10.4%	12.7%
North Carolina	\$7.25	\$2.13	\$0.85	72.6%	27.2%	13.0%	16.6%
North Dakota	\$7.25	\$4.86	\$0.77	71.4%	-	-	17.2%
Ohio	\$10.45 ^{vii}	\$5.25	\$0.81	74.0%	15.4%	13.0%	18.9%
Oklahoma	\$7.25	\$2.13	\$0.80	74.1%	28.5%	15.1%	-
Oregon	\$14.20	N/A*	\$0.86	73.0%	23.7%	10.7%	-
Pennsylvania	\$7.25	\$2.83	\$0.82	73.6%	16.5%	10.3%	15.7%
Rhode Island	\$14.00	\$3.89	\$0.83	70.7%	17.0%	-	-
South Carolina	\$7.25	\$2.13	\$0.79	71.5%	24.6%	13.7%	17.5%
South Dakota	\$11.20	\$5.60	\$0.80	73.1%	10.4%	5.9%	-
Tennessee	\$7.25	\$2.13	\$0.82	74.2%	20.0%	12.3%	14.9%
Texas	\$7.25	\$2.13	\$0.80	66.4%	43.2%	12.0%	12.2%
Utah	\$7.25	\$2.13	\$0.73	71.6%	17.2%	6.7%	-
Vermont	\$13.67	\$6.84	\$0.89	67.7%	-	-	-
Virginia	\$12.00	\$2.13	\$0.80	68.4%	32.5%	9.9%	10.9%
Washington	\$16.28	\$2.13	\$0.82	70.4%	27.1%	6.9%	8.3%
West Virginia	\$8.75	\$2.62	\$0.77	71.3%	10.0%	20.3%	-
Wisconsin	\$7.25	\$2.62	\$0.81	77.4%	18.2%	10.2%	-
Wyoming	\$7.25	\$2.13	\$0.79	75.5%	15.1%	-	-

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.

** Minimum wage and tipped minimum cash wage rates are current as of May 1, 2024. Some states adjust these wage rates annually (usually in January or July) to account for inflation; others have enacted wage increases that will continue to phase in over time. For the most up to date minimum wage/tipped minimum wage rates, see the Economic Policy Institute’s Minimum Wage Tracker, <https://www.epi.org/minimum-wage-tracker/>.

SOURCES

State minimum wage—U.S. Department of Labor, State Minimum Wage Laws, <https://www.dol.gov/agencies/whd/minimum-wage/state> (updated Jan. 1, 2024). Note that 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/#/min_wage.

State tipped minimum cash wage—U.S. Department of Labor, Minimum Wages for Tipped Employees, <https://www.dol.gov/agencies/whd/state/minimum-wage/tipped> (updated Jan. 1, 2024).

Overall wage gap—NWLC calculations based on median annual earnings for full time, year round male and female workers using 2022 American Community Survey (ACS) one-year estimates. Figures are in 2022 dollars.

Share of tipped workers who are women—NWLC calculations based on 2018-2022 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, 2023. <https://doi.org/10.18128/D010.V9.0>. Figures include all workers employed in tipped occupations.

Poverty rate of women in tipped occupations—*Id.* Figures include all workers employed in tipped occupations.

Poverty rate of women of color in tipped occupations—*Id.* Women of color include all women who did not self-identify as white, non-Hispanic women.

NOTES

- i. Connecticut's tipped minimum cash wage is \$6.38 for hotel workers and restaurant servers and \$8.23 for bartenders.
- ii. Hawaii only allows employers to take a \$1.25 tip credit if an employee's combined base wage plus tips is at least \$7 per hour above the regular minimum wage.
- iii. Hawaii only allows employers to take a \$1.25 tip credit if an employee's combined base wage plus tips is at least \$7 per hour above the regular minimum wage.
- iv. Nevada's minimum wage, which applies equally to tipped and non-tipped workers, is \$10.25 for employees who are offered qualifying health insurance benefits by the employer and \$11.25 for all other employees. Effective July 1, 2024 there will be uniform minimum wage of \$12 per hour for all employees.
- v. The minimum wage for seasonal and small employers who employ fewer than 6 people in New Jersey is \$13.73 per hour.
- vi. New York's tipped minimum wage is \$10 for tipped food service workers and \$12.50 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.
- vii. 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 \$10.45 for all other employers/employees.