

Tipped Workers State by State

National Women's Law Center & Restaurant Opportunities Centers United

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| | State minimum wage ¹ | State tipped minimum cash wage ² | Overall wage gap ³ | Tipped worker wage gap ⁴ | Share of tipped workers who are women ⁵ | Poverty rate of women in tipped occupations ⁶ | Poverty rate of women of color in tipped occupations ⁷ |
|----------------------|---------------------------------|---|-------------------------------|-------------------------------------|--|--|---|
| <i>United States</i> | \$7.25 | \$2.13 | \$0.80 | \$0.82 | 67.7% | 18.9% | 21.7% |
| Alabama | \$7.25 | \$2.13 | \$0.76 | \$0.89 | 73.3% | 25.5% | 35.9% |
| Alaska | \$9.80 | N/A* | \$0.78 | \$0.57 | 67.5% | 7.9% | 9.7% |
| Arizona | \$10.00 | \$7.00 | \$0.83 | \$0.92 | 67.4% | 20.3% | 25.4% |
| Arkansas | \$8.50 | \$2.63 | \$0.79 | \$0.96 | 74.6% | 24.5% | 30.3% |
| California | \$10.50 ⁸ | N/A* | \$0.86 | \$0.91 | 62.6% | 15.3% | 17.1% |
| Colorado | \$9.30 | \$6.28 | \$0.81 | \$0.88 | 67.5% | 17.5% | 22.0% |
| Connecticut | \$10.10 | \$6.38-\$8.23 ⁹ | \$0.82 | \$0.79 | 65.0% | 13.6% | 18.5% |
| Delaware | \$8.25 | \$2.23 | \$0.89 | \$0.88 | 67.0% | 14.0% | 21.2% |
| District of Columbia | \$12.50 | \$3.33 | \$0.86 | \$0.83 | 40.2% | 21.6% | 22.6% |
| Florida | \$8.10 | \$5.08 | \$0.87 | \$0.84 | 65.5% | 17.5% | 19.6% |
| Georgia | \$7.25 | \$2.13 | \$0.81 | \$0.81 | 71.9% | 21.9% | 23.9% |
| Hawaii | \$9.25 | \$8.50 ¹⁰ | \$0.84 | \$0.90 | 59.0% | 12.0% | 12.9% |
| Idaho | \$7.25 | \$3.35 | \$0.74 | \$0.75 | 80.4% | 23.7% | 29.2% |
| Illinois | \$8.25 | \$4.95 | \$0.79 | \$0.84 | 65.6% | 17.3% | 22.4% |
| Indiana | \$7.25 | \$2.13 | \$0.76 | \$0.79 | 76.0% | 23.5% | 27.6% |
| Iowa | \$7.25 | \$4.35 | \$0.77 | \$0.81 | 76.9% | 22.4% | 22.4% |
| Kansas | \$7.25 | \$2.13 | \$0.77 | \$0.92 | 72.7% | 23.2% | 29.5% |
| Kentucky | \$7.25 | \$2.13 | \$0.82 | \$0.85 | 72.9% | 24.7% | 28.0% |
| Louisiana | \$7.25 | \$2.13 | \$0.68 | \$0.84 | 68.6% | 23.6% | 27.5% |
| Maine | \$9.00 | \$5.00 | \$0.78 | \$0.83 | 78.6% | 18.7% | 24.7% |
| Maryland | \$9.25 | \$3.63 | \$0.84 | \$0.80 | 64.9% | 13.6% | 17.0% |
| Massachusetts | \$11.00 | \$3.75 | \$0.83 | \$0.83 | 69.1% | 16.1% | 21.5% |
| Michigan | \$8.90 | \$3.38 | \$0.74 | \$0.82 | 75.8% | 20.8% | 27.1% |
| Minnesota | \$9.50 ¹¹ | N/A* | \$0.81 | \$0.88 | 71.9% | 16.5% | 19.0% |
| Mississippi | \$7.25 | \$2.13 | \$0.76 | \$0.78 | 70.4% | 24.7% | 30.4% |
| Missouri | \$7.70 ¹² | \$3.85 | \$0.78 | \$0.82 | 73.6% | 22.5% | 27.5% |
| Montana | \$8.15 | N/A* | \$0.73 | \$1.23 | 83.2% | 25.9% | 23.5% |
| Nebraska | \$9.00 | \$2.13 | \$0.79 | \$0.83 | 79.0% | 22.4% | 24.8% |
| Nevada | \$8.25 ¹³ | N/A* | \$0.84 | \$0.94 | 52.8% | 9.7% | 10.1% |
| New Hampshire | \$7.25 | \$3.26 | \$0.76 | \$0.72 | 79.0% | 15.0% | 23.4% |
| New Jersey | \$8.44 | \$2.13 | \$0.82 | \$0.79 | 62.7% | 11.6% | 15.1% |
| New Mexico | \$7.50 | \$2.13 | \$0.85 | \$0.84 | 70.0% | 23.6% | 25.5% |
| New York | \$9.70 | \$7.50 | \$0.89 | \$0.80 | 52.9% | 18.2% | 24.0% |
| North Carolina | \$7.25 | \$2.13 | \$0.86 | \$0.86 | 73.7% | 21.9% | 26.1% |
| North Dakota | \$7.25 | \$4.86 | \$0.71 | \$0.65 | 79.7% | 25.8% | 46.3% |
| Ohio | \$8.15 ¹⁴ | \$4.08 | \$0.75 | \$0.88 | 74.8% | 21.0% | 26.4% |
| Oklahoma | \$7.25 | \$2.13 | \$0.73 | \$0.81 | 73.2% | 23.2% | 25.8% |
| Oregon | \$10.25 | N/A* | \$0.81 | \$0.91 | 73.9% | 20.1% | 26.3% |
| Pennsylvania | \$7.25 | \$2.83 | \$0.79 | \$0.79 | 73.3% | 18.9% | 26.7% |
| Rhode Island | \$9.60 | \$3.39 | \$0.86 | \$0.78 | 70.1% | 17.2% | 24.0% |
| South Carolina | \$7.25 | \$2.13 | \$0.81 | \$0.77 | 73.9% | 24.8% | 31.6% |
| South Dakota | \$8.65 | \$4.33 | \$0.78 | \$0.79 | 78.7% | 23.6% | 38.1% |
| Tennessee | \$7.25 | \$2.13 | \$0.81 | \$0.88 | 73.4% | 21.5% | 24.5% |
| Texas | \$7.25 | \$2.13 | \$0.79 | \$0.85 | 66.9% | 20.7% | 23.0% |
| Utah | \$7.25 | \$2.13 | \$0.71 | \$0.98 | 71.5% | 17.4% | 23.8% |
| Vermont | \$10.00 | \$5.00 | \$0.84 | - | 82.0% | 18.2% | - |
| Virginia | \$7.25 | \$2.13 | \$0.78 | \$0.86 | 67.2% | 16.0% | 15.2% |
| Washington | \$11.00 | N/A* | \$0.79 | \$0.88 | 69.8% | 16.6% | 20.2% |
| West Virginia | \$8.75 | \$2.62 | \$0.71 | \$0.75 | 74.8% | 22.4% | 23.7% |
| Wisconsin | \$7.25 | \$2.33 | \$0.78 | \$0.89 | 74.0% | 23.3% | 30.3% |
| Wyoming | \$7.25 | \$2.13 | \$0.64 | - | 78.4% | 19.4% | 33.6% |



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, Jul. 1, 2017. Some sub-state localities have adopted minimum wages above their state minimum wage, and some state minimum wage laws (e.g., Oregon and 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](#).
- 2 U.S. Department of Labor, Minimum Wages for Tipped Employees, Jul. 1, 2017.
- 3 NWLC calculations based on median annual earnings for full time, year round male and female workers using 2015 ACS one-year estimates, Table B20017, available at <http://www.census.gov/acs/www/>. Figures are in 2015 dollars.
- 4 NWLC calculations of 2010-2014 American Community Survey (ACS) five-year averages using Steven Ruggles, J. Trent Alexander, Katie Genadek, Ronald Goeken, Matthew B. Schroeder, and Matthew Sobek. Integrated Public Use Microdata Series: Version 6.0 [Machine-readable database]. Minneapolis: University of Minnesota, 2015. Figures include full time, year round workers in tipped occupations. Figures are in 2014 dollars.
- 5 *Id.* Figures include all employed workers.
- 6 *Id.* Figures include all workers employed in tipped occupations.
- 7 *Id.* Figures include all workers in tipped occupations. Women of color include all women who did not self-identify as white, non-Hispanic women.
- 8 \$10.00 for employers with 25 or fewer employees.
- 9 Tipped minimum cash wages vary by occupation.
- 10 Tip credit only allowed if the total compensation employee receives from employer plus tips equals at least \$7.00 more than the minimum wage (maximum tip credit = 75 cents).
- 11 \$7.75 for employers with annual gross sales of less than \$500,000.
- 12 \$7.25 for retail or service employers with annual gross sales of less than \$500,000.
- 13 \$7.25 if employer provides health insurance.
- 14 \$7.25 for employers with annual gross sales of less than \$299,000.