

# State Minimum Wage Chart

Effective January 1, 2019 (See below for Local/City Minimum Wage Chart)

State	Current Minimum Wage	Maximum Tip Credit Allowed for Tipped Employees	Minimum Cash Wage for Tipped Employees	Future Changes to Minimum Wage	States with Annual Indexed Changes
Federal	\$7.25	\$5.12	\$2.13		
Federal Contractors	\$10.60	\$3.20	\$7.40		
Alabama	No state minimum wage laws; federal rate applies				
Alaska	\$9.89	No tip credit allowed	No tip credit allowed		January each year
Arizona	\$11.00	\$3.00	\$8.00	\$12.00 on 1/1/20	January each year starting in 2021
Arkansas	\$9.25	\$6.62	\$2.63		
California	Small employer (25 or fewer employees): \$11.00 Large employer (26 or more employees): \$12.00	No tip credit allowed	No tip credit allowed	Small employer: \$12.00 on 1/1/20; \$13.00 on 1/1/21; \$14.00 on 1/1/22; \$15.00 on 1/1/23 Large employer: \$13.00 on 1/1/20; \$14.00 on 1/1/21; \$15.00 on 1/1/22	January each year starting in 2023
Colorado	\$11.10	\$3.02	\$8.08	\$0.90 each January through January 2020	January each year starting in 2021
Connecticut	\$10.10	\$3.72 hotel and wait staff; \$1.87 bartenders	\$6.38 hotel and wait staff; \$8.23 bartenders		
Delaware	\$8.75	\$6.52 \$7.02 on 10/1/19	\$2.23	\$9.25 on 10/1/19	
D.C.	\$14.00	\$9.55	\$4.45		July of each year

Florida	\$8.46	\$3.02	\$5.44		January each year
Georgia	\$5.15	\$5.12	\$2.13		
Hawaii	\$10.10	\$0.75 (only allowed if tips plus wages equal at least \$7 more than minimum wage)	\$9.35		
Idaho	\$7.25	\$3.90	\$3.35		
Illinois	\$8.25	\$3.30	\$4.95		
Indiana	\$7.25	\$5.12	\$2.13		
Iowa	\$7.25	\$2.90	\$4.35		
Kansas	\$7.25	\$5.12	\$2.13		
Kentucky	\$7.25	\$5.12	\$2.13		
Louisiana	No state minimum wage laws; federal rate applies				
Maine	\$11.00	\$5.50	\$5.50	\$12.00 on 1/1/20	January each year starting in 2021
Maryland	\$10.10	\$6.47	\$3.63		
Massachusetts	\$12.00;	\$7.65	\$4.35		
Michigan	\$10.00	\$5.20	\$4.80		Starting 1/1/19
Minnesota	Small employer (annual gross revenue less than \$500,000): \$8.04  Large employer (annual gross revenue of	No tip credit allowed	No tip credit allowed		Starting 1/1/18

	more than \$500,000): \$9.86				
Mississippi	No state minimum wage laws; federal rate applies				
Missouri	\$8.60	\$4.30	\$4.30		January each year
Montana	\$8.50	No tip credit allowed	No tip credit allowed		January each year
Nebraska	\$9.00	\$6.87	\$2.13		
Nevada	With qualified health plan: \$7.25 Without qualified health plan: \$8.25	No tip credit allowed	No tip credit allowed		July each year
New Hampshire	Federal rate applies	\$3.99	\$3.26		
New Jersey	\$8.85	\$6.72	\$2.13		January each year
New Mexico	\$7.50	\$5.37	\$2.13		
New York	Non-fast food employees: \$11.10 Fast food employees: \$12.75	See <a href="https://www.labor.ny.gov/legal/counsel/pdf/tips-frequently-asked-questions.pdf">https://www.labor.ny.gov/legal/counsel/pdf/tips-frequently-asked-questions.pdf</a>	See <a href="https://www.labor.ny.gov/legal/counsel/pdf/tips-frequently-asked-questions.pdf">https://www.labor.ny.gov/legal/counsel/pdf/tips-frequently-asked-questions.pdf</a>	Non-fast food employees: \$11.80 on 12/31/19; \$12.50 on 12/31/20 Fast food employees: \$13.75 on 12/31/19; \$14.50 on 12/31/20; \$15.00 on 7/1/21	
North Carolina	\$7.25	\$5.12	\$2.13		
North Dakota	\$7.25	\$2.39	\$4.86		
Ohio	\$8.55	\$4.25	\$4.30		January each year
Oklahoma	Employers of ten or more full time employees at any one location and for employers	\$3.62	\$3.63		

	with annual gross sale over \$100,000 irrespective of number of full time employees: \$7.25  All other employers: \$2.00				
Oregon	Standard; outside Portland Metro area: \$10.75  Nonurban counties: \$10.50	No tip credit allowed	No tip credit allowed	Standard; outside Portland Metro area: \$11.25 on 7/1/19; \$12.00 on 7/1/20; \$12.75 on 7/1/21; \$13.50 on 7/1/22  Nonurban counties: \$11.00 on 7/1/19; \$11.50 on 7/1/20; \$12.00 on 7/1/21; \$12.50 on 7/1/22	July each year starting in 2023
Pennsylvania	\$7.25	\$4.42	\$2.83		
Rhode Island	\$10.50	\$6.61	\$3.89		
South Carolina	No state minimum wage laws; federal rate applies				
South Dakota	\$9.10	\$4.55	\$4.55		January each year
Tennessee	No state minimum wage laws; federal rate applies				
Texas	\$7.25	\$5.12	\$2.13		
Utah	\$7.25	\$5.12	\$2.13		
Vermont	\$10.78	\$5.39	\$5.39		Beginning 1/1/19
Virginia	\$7.25	\$5.12	\$2.13		
Washington	\$12.00	No tip credit allowed	No tip credit allowed	\$13.50 on 1/1/20	January each year starting in 2021
West Virginia	\$8.75	\$6.13	\$2.62		
Wisconsin	\$7.25	\$4.92	\$2.33		
Wyoming	\$5.15	\$3.02	\$2.13		

(The Local/City Minimum Wage Chart is on the next page)

## Local/City Minimum Wage Chart

State	Municipalities	Current Minimum Wage	Future Changes to Minimum Wage
Arizona			
	Flagstaff	\$12.00	\$13.00 on 1/1/20; \$15.00 or \$2.00 above state minimum wage, whichever is greater, on 1/1/21
California			
	Alameda	Small employers (25 or less employees): \$11.00  Large employers (26 or more employees): \$12.00	Small employers: \$13.50 on 7/1/19  Large employers: \$13.50 on 7/1/19
	Belmont	\$13.50	\$15.00 on 1/1/20; Increases indexed to CPI starting 1/1/21
	Berkeley	\$15.00	Increases indexed to CPI starting 7/1/19
	Cupertino	\$15.00	Increases indexed to CPI starting 1/1/20
	El Cerrito	\$15.00	Increases indexed to CPI starting 1/1/20
	Emeryville	Small employers (55 or less employees): \$15.00  Large employers (56 or more employees): \$15.69	Small employers: Increases indexed to CPI starting 7/1/19  Large employers: Increases indexed to CPI annually on 7/1
	Los Altos	\$15.00	Increases indexed to CPI annually starting 1/1/20
	Los Angeles	Small employers (25 or fewer employees): \$12.00  Large employers (26 or more employees): \$13.25  Hotel workers: \$16.10	Small employers: \$13.25 on 7/1/19; \$14.25 on 7/1/20; \$15.00 on 7/1/21; Increases indexed to CPI annually starting 7/1/22  Large employers: \$14.25 on 7/1/19; \$15.00 on 7/1/20; Increases indexed to CPI annually starting 7/1/22

			Hotel workers: Increases annually based on CPI on 7/1
	Los Angeles County	Small employers (25 or fewer employees): \$12.00  Large employers (26 or more employees): \$13.25	Small employers: \$13.25 on 7/1/19; \$14.25 on 7/1/20; \$15.00 on 7/1/21; Increases indexed to CPI annually starting on 7/1/22  Large employers: \$14.25 on 7/1/19; \$15.00 on 7/1/20; Increases indexed to CPI annually starting on 7/1/22
	Malibu	Small employers (25 or fewer employees): \$12.00  Large employers (26 or more employees): \$13.25	Small employers: \$13.25 on 7/1/19; \$14.25 on 7/1/20; \$15.00 on 7/1/21; Increases indexed to CPI annually starting on 7/1/22  Large employers: \$14.25 on 7/1/19; \$15.00 on 7/1/20; Increases indexed to CPI annually starting on 7/1/22
	Milpitas	\$13.50	\$15.00 on 7/1/19; Increases indexed to CPI annually starting on 7/1/20
	Mountain View	\$15.65	Increases indexed to CPI annually on 1/1
	Oakland	Generally: \$13.80  Hotels (no health benefits): \$13.80  Hotels (with health benefits): \$13.80	Generally: Increases indexed to CPI annually on 1/1  Hotels (no health benefits): \$20.00 on 7/1/19  Hotels (with health benefits): \$15.00 on 7/1/19
	Palo Alto	\$15.00	Increases indexed to CPI annually starting on 1/1/20
	Pasadena	Small employers (25 or fewer employees): \$12.00  Large employers (26 or more employees): \$13.25	Small employers: Additional increases possible starting 7/1/19  Large employers: Additional increases possible starting 7/1/19
	Redwood City	\$13.50	\$15.00 plus increases indexed to CPI annually starting on 1/1/20
	Richmond	No benefits: \$15.00	Increases indexed to CPI annually on 1/1

		With benefits: \$13.50	
	San Diego	\$12.00	Increases indexed to CPI annually on 1/1
	San Francisco	Generally: \$15.00  Government-supported employee: \$13.27	Increases indexed to CPI annually starting on 7/1/19
	San Jose	\$15.00	Increases indexed to CPI annually starting on 1/1/20
	San Leandro	\$13.00	\$14.00 on 7/1/19; \$15.00 on 7/1/20
	San Mateo	Generally: \$15.00  Non-Profit: \$13.50	Increases indexed to CPI annually starting on 1/1/20
	Santa Clara	\$15.00	Increases indexed to CPI annually starting on 1/1/20
	Santa Monica	Small employers (25 or fewer employees): \$12.00  Large employers (26 or more employees): \$14.25  Hotel workers: \$16.10	Small employers: \$13.25 on 7/1/19; \$14.25 on 7/1/20; \$15.00 on 7/1/21; Increases indexed to CPI annually starting on 7/1/22  Large employers: \$15.00 on 1/1/20; Increases indexed to CPI annually starting on 7/1/22  Hotel workers: Aligned with City of Los Angeles Hotel Wage; increases annually based on CPI
	Sunnyvale	\$15.65	Increases indexed to CPI annually on 1/1
<b>Illinois</b>			
	Chicago	\$12.00	\$13.00 on 7/1/19; Increases based on CPI begin each July starting in 2020
	Cook County	\$11.00	\$12.00 on 7/1/19; \$13.00 on 7/1/20; Additional changes each July starting in 2021
<b>Maine</b>			
	Bangor	\$9.75	Increases based on CPI begin each January starting in 2020
	Portland	\$11.00	Increases based on CPI each July
<b>Maryland</b>			

	Montgomery County	Small employers (11-50 employees/11 or more employees & either a 501(c)(3) or certain home health or community based service providers/10 or less employees) \$12.00  Large employers (51 or more employees): \$12.25	Small employers: \$12.50 on 7/1/19  Large employers: \$13.00 on 7/1/19
	Prince George's County	\$11.50	
<b>Minnesota</b>			
	Minneapolis	Small employers (100 or fewer employees): \$10.25  Large employers (101 or more employees): \$11.25	Small employers: \$11.00 on 7/1/19; \$11.75 on 7/1/20; \$12.50 on 7/1/21; \$13.50 on 7/1/22; \$14.50 on 7/1/23; \$15.00 indexed to inflation on 7/1/24  Large businesses: \$12.25 on 7/1/19; \$13.25 on 7/1/20; \$14.25 on 7/1/21; \$15.00 on 7/1/22; \$15.00 indexed to inflation 1/1/23
<b>New Mexico</b>			
	Albuquerque	\$8.20 with benefits; \$9.20 without benefits	Indexed to CPI annually
	Bernalillo County	\$8.05 with benefits; \$9.05 without benefits	Indexed to CPI annually
	Las Cruces	\$10.10	Indexed to CPI annually
	Santa Fe	\$11.40	Indexed to CPI annually on 3/1
	Santa Fe County	\$11.40	Indexed to CPI annually on 3/1
<b>New York</b>			
	New York City	NYC small employer (10 or fewer employees): \$13.50  NYC large employer (11 or more employees): \$15.00  NYC fast food: \$15.00	NYC small employer: \$15.00 on 12/31/19; Future changes indexed to CPI  NYC large employer: Future changes indexed to CPI  NYC fast food: Future changes indexed to CPI

	Nassau, Suffolk, and Westchester Counties	\$12.00	\$13.00 on 12/31/19; \$14.00 on 12/31/20; \$15.00 on 12/31/21
Oregon			
	Portland Metro area	\$12.00	\$12.50 on 7/1/19; \$13.25 on 7/1/20; \$14.00 on 7/1/21; \$14.75 on 7/1/22
Pennsylvania			
	Philadelphia	\$12.20 (applies to employers contracting with the city)	
Washington			
	Seattle	<p>Large employers (501 or more employees): \$16.00</p> <p>Small employers (500 or fewer employees):</p> <ul style="list-style-type: none"> <li>\$12.00 (employer pays towards medical benefits and/or employee earns tips)</li> <li>\$15.00 (employer does not pay towards medical benefits and/or employee does not earn tips)</li> </ul>	<p>Small employers (employer pays towards medical benefits and/or employee earns tips):</p> <ul style="list-style-type: none"> <li>\$13.50 on 1/1/20;</li> <li>\$15.00 on 1/1/21</li> <li>After reaching \$15.00, increases in January each year indexed to CPI</li> </ul> <p>Small employers (employer does not pay towards medical benefits and/or employee does not earn tips):</p> <ul style="list-style-type: none"> <li>\$15.75 on 1/1/20;</li> <li>After 1/1/20, increases in January each year indexed to CPI</li> </ul>
	SeaTac	\$16.09 (hospitality and transportation employees)	
	Tacoma	\$12.35	Adjusted annually by the rate of inflation on 1/1