

Think^{HR}

White Paper

2019 STATE AND FEDERAL MINIMUM WAGES

January 2019



The federal **Fair Labor Standards Act (FLSA)** establishes minimum wage and overtime requirements for employers in the private sector and federal, state, and local governments. The current federal minimum wage is \$7.25 per hour. Covered nonexempt employees must receive overtime pay for hours worked over 40 per workweek (any fixed and regularly recurring period of 168 hours — seven consecutive 24-hour periods) at a rate not less than one and one-half times the regular rate of pay.

Many states also have minimum wage laws. If an employee is subject to both state and federal minimum wage laws, the employee is entitled to the higher minimum wage. This table contains the state minimum wage and overtime rates as of January 4, 2019. Review the coverage requirements applicable to your state to determine whether the federal or state minimum wage is applicable to your employees and if a certain number of employees is required for the state law to be applicable. If there is no information listed in the state's "Coverage" box, then the state minimum wage law generally applies to all employers. If a state does not have a minimum wage law, then employers must comply with the FLSA. Finally, if there is no information in the chart's "Premium Pay" box, then compliance with the FLSA is also required.

JURISDICTION	COVERAGE	2019 MINIMUM WAGE	FUTURE MINIMUM WAGE	EFFECTIVE FUTURE DATE	PREMIUM PAY AFTER DESIGNATED HOURS ±	
					DAILY	WEEKLY
Alabama	Alabama has no state minimum wage law. Employers must abide by the federal FLSA.	\$7.25				
Alaska		\$9.89			8	40
					<p>Under a voluntary flexible work hour plan approved by the Alaska Department of Labor, a 10-hour day, 40-hour workweek may be instituted with premium pay after 10 hours a day instead of after 8 hours.</p> <p>The premium overtime pay requirement on either a daily or weekly basis is not applicable to employers of fewer than 4 employees.</p>	
Arizona		\$11.00	\$12.00 TBD	1/1/2020 1/1/2021		
Arkansas	Employers with 4 or more employees.	\$9.25	\$10.00 \$11.00	1/1/2020 1/1/2021		40

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California	Small Employers (1-25 employees)	\$11.00	\$12.00 \$13.00 \$14.00 \$15.00	1/1/2020 1/1/2021 1/1/2022 1/1/2023	Over 8: Time and a half	Over 40: time and a half
	Large Employers (26+ employees)	\$12.00	\$13.00 \$14.00 \$15.00 \$15.00	1/1/2020 1/1/2021 1/1/2022 1/1/2023	Over 12: Double time	On 7th day: First 8 hours, time and a half. Over 8 hours on 7th day, double time
					<p>Time and a half: 1) Any work in excess of 8 hours in one workday, 2) any work in excess of 40 hours in one workweek, and 3) the first 8 hours worked on the seventh day of work in any one workweek.</p> <p>Double time: 1) any work in excess of 12 hours in one day, and 2) any work in excess of 8 hours on any seventh day of a workweek.</p> <p>Exceptions apply to an alternative workweek and for time spent commuting. (See Labor Code § 510)</p>	
Colorado	Minimum wage rate and overtime provisions applicable to retail and service, commercial support service, food and beverage, and health and medical industries.	\$11.10	\$12.00	1/1/2020	12	40
Connecticut		\$10.10				40
					In restaurants, including hotel restaurants, for the seventh consecutive day of work, premium pay is required at time and one half the minimum rate.	
Delaware		\$8.75	\$9.25	10/1/2019		
District of Columbia (D.C.)		\$13.25	\$14 \$15	7/1/19 7/1/20		40
Florida		\$8.46	TBD			

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Georgia	Employers with 6 or more employees, excluding employment subject to the FLSA when the federal rate is greater than the state rate.	\$7.25 (\$5.25 if not covered by FLSA)				
Hawaii	An employee earning a guaranteed monthly compensation of \$2,000 or more is exempt from the state minimum wage and overtime law. The state law excludes from coverage any employment that is subject to the federal FLSA unless the state wage rate is higher than the federal.	\$10.10				40
Idaho		\$7.25				
Illinois	Employers with 4 or more employees, excluding family members.	\$8.25				40
Indiana	Employers with 2 or more employees.	\$7.25				40
Iowa		\$7.25				
Kansas		\$7.25				46
Kentucky		\$7.25				40 7 th day The seventh day overtime law, which is separate from the minimum wage law, differs in coverage and requires premium pay on the seventh day for those employees who work seven days in any one workweek.
Louisiana	No state minimum wage law, FLSA compliance required.	\$7.25				
Maine		\$11.00	\$12.00 TBD	1/1/2020 1/1/2021		40

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Maryland		\$10.10				40
Massachusetts		\$12.00	\$12.75 \$13.50 \$14.25 \$15.00	1/1/2020 1/1/2021 1/1/2022 1/1/2023		40
Michigan	Employers with 2 or more employees, excluding employment subject to the FLSA unless the state wage rate is higher than the federal.	\$9.25	\$9.45 \$9.65 \$9.87 \$10.10 \$10.33 \$10.56 \$10.80 \$11.04 \$11.29 \$11.54 \$11.79 \$12.05	3/29/2019 1/1/2020 1/1/2021 1/1/2022 1/1/2023 1/1/2024 1/1/2025 1/1/2026 1/1/2027 1/1/2028 1/1/2029 1/1/2030		40
Minnesota	Small Employers (less than \$500,000 annual gross sales and certain hotels)	\$8.04				48
	Large Employers (\$500,000 annual gross sales)	\$9.86				48
Mississippi	No state minimum wage law, FLSA compliance required.	\$7.25				
Missouri	In addition to the exemption for federally covered employment, the law exempts, among others, employees of a retail or service business with gross annual sales or business receipts of less than \$500,000. The minimum wage increases do not apply to public employers.	\$8.60	\$9.45 \$10.30 \$11.15 \$12.00	1/1/2020 1/1/2021 1/1/2022 1/1/2023		40 Premium pay required after 52 hours in seasonal amusement or recreation businesses.
Montana	General	\$8.50				40
	Businesses not covered by the FLSA with gross annual sales of \$110,000 or less.	\$4.00				
Nebraska	Applies to employers of 4 or more employees.	\$9.00				

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Nevada					8	40
	With benefits	\$7.25			The premium overtime pay requirement on either a daily or weekly basis is not applicable to employees who are compensated at not less than one and one-half times the minimum rate or to employees of enterprises having a gross annual sales volume of less than \$250,000.	
	Without benefits	\$8.25				
New Hampshire		\$7.25				40
New Jersey		\$8.85				40
New Mexico		\$7.50				40
New York	New York City (NYC) only: Small Employer (1-10 employees in NYC)	\$13.50	\$15.00	12/31/2019		40
	NYC only: Large Employer (11+ employees in NYC)	\$15.00				
	Fast Food Worker (Inside NYC)	\$15.00				
	Fast Food Worker (Outside NYC)	\$12.75	\$13.75 \$14.50 \$15.00	12/31/2019 12/31/2020 7/1/2021		
	Long Island and Westchester	\$12.00	\$13.00 \$14.00 \$15.00	12/31/2019 12/31/2020 12/31/2021		
	Remainder of state	\$11.10	\$11.80 \$12.50 TBD	12/31/2019 12/31/2020 12/31/2021		
North Carolina		\$7.25				40
					Premium pay is required after 45 hours a week in seasonal amusements or recreational establishments.	

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North Dakota		\$7.25				40
Ohio	Employers with annual gross more than \$314,000. Employers who gross \$314,000 or less must pay no less than the federal minimum wage.	\$8.55 \$7.25				40
Oklahoma	Employers with 10 or more full-time employees at any one location and employers with annual gross sales over \$100,000 irrespective of number of full-time employees. All other employers.	\$7.25 \$2.00				
Oregon	Standard Portland Metro Nonurban Counties	\$10.75 \$12.00 \$10.50	\$11.25 \$12.00 \$12.75 \$13.50 \$12.50 \$13.25 \$14.00 \$14.75 \$11.00 \$11.50 \$12.00 \$12.50	7/1/2019 7/1/2020 7/1/2021 7/1/2022 7/1/2019 7/1/2020 7/1/2021 7/1/2022 7/1/2019 7/1/2020 7/1/2021 7/1/2022	Premium pay required after 10 hours a day in nonfarm canneries, driers, or packing plants, and in mills, factories, or manufacturing establishments (excluding sawmills, planing mills, shingle mills, and logging camps).	40
Pennsylvania		\$7.25				40
Rhode Island		\$10.50				40
South Carolina	No state minimum wage law, FLSA compliance required.	\$7.25				
South Dakota		\$9.10				
Tennessee	No state minimum wage law, FLSA compliance required.	\$7.25				
Texas	The state law excludes any employment subject to the federal FLSA.	\$7.25				

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Utah		\$7.25				
Vermont	Employers with 2 or more employees.	\$10.78				40
					The state overtime pay provision has very limited application because it exempts numerous types of establishments, such as retail and service; seasonal amusement/recreation; hotels, motels, restaurants; and transportation employees to whom the federal FLSA overtime provision does not apply.	
Virginia	Employers with 4 or more employees. The Virginia state minimum wage law does not contain current dollar minimums. Instead the state adopts the federal minimum wage rate by reference.	\$7.25				
Washington		\$12.00	\$13.50 TBD	1/1/2020 1/1/2021		40
West Virginia	Applies to employers of 6 or more employees at one location.	\$8.75				40
Wisconsin		\$7.25				40
Wyoming		\$7.25 (\$5.15 if not covered by the FLSA)				

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