

United States Minimum Wage Update

STATE & COUNTY	CURRENT MINIMUM WAGE	FUTURE INCREASE
Federal	\$7.25	--
Alabama <i>No State Minimum Wage</i>	\$7.25 (FLSA)	--
Alaska	\$9.84	CPI adj. (2019)
Arizona	\$10.50	\$11.00 (2019)
Flagstaff	\$11.00	\$12.00 (2019)
Arkansas	\$8.50	--
California	\$10.50 (>26 EEs) \$11.00 (26+ EEs)	\$11.00 (2019) \$12.00 (2019)
Berkeley	\$13.75	\$15.00 (10/01/18)
Cupertino	\$13.50	\$15.00 (2019)
El Cerrito	\$13.60	\$15.00 (2019)
Emeryville	\$15.00 (>56 EEs) \$15.69 (56+ EEs)	\$16.00 (07/01/19) \$16.00 (07/01/19)
Los Altos	\$13.50	\$15.00 (2019)
Los Angeles	\$12.00 (>26 EEs) \$13.25 (26+ EEs)	\$13.25 (07/01/19) \$14.25 (07/01/19)

LA County	\$12.00 (>26 EEs) \$13.25 (26+ EEs)	\$13.25 (07/01/19) \$14.25 (07/01/19)
Malibu	\$12.00 (>26 EEs) \$13.25 (26+ EEs)	\$13.25 (07/01/19) \$14.25 (07/01/19)
Milpitas	\$12.00	\$13.50 (07/01/18)
Mountain View	\$15.00	CPI adj. (2019)
Oakland	\$13.23	CPI adj. (2019)
Palo Alto	\$13.50	\$15.00 (2019)
Pasadena	\$12.00 (>26 EEs) \$3.25 (26+ EEs)	\$13.25 (07/01/19) \$14.25 (07/01/19)
Richmond	\$13.41	CPI adj. (2019)
San Diego	\$11.50	CPI adj. (2019)
San Francisco	\$15.00	CPI adj. (2019)
San Jose	\$13.50	\$15.00 (2019)
San Leandro	\$13.00	\$14.00 (07/01/19)
San Mateo	\$12.00 (Non-Profit) \$13.50 (Profit)	\$13.50 (07/01/19) \$15.00 (07/01/19)
Santa Clara	\$11.00	\$15.00 (2019)
Santa Monica	\$12.00 (>26 EEs) \$13.25 (26+ EEs)	\$13.25 (07/01/19) \$14.25 (07/01/19)
Sunnyvale	\$15.00	CPI adj. (2019)

Did you know? Four cities currently have a minimum wage rate of \$15.00/hr or more: Mountain View, CA; Seattle, WA; Sunnyvale, CA; San Francisco, CA.

Berkely, CA, will be the 5th city to require a minimum of at least \$15.00/hr when the city's wage increase takes effect on October 1, 2018.



Colorado	\$10.20	\$11.10 (2019)
Connecticut	\$10.10	--
Delaware	\$8.25	\$8.75 (10/01/18)
District of Columbia	\$13.25	\$14.00 (07/01/19)
Florida	\$8.25	--
Georgia	\$5.15	--

Did you know? Georgia and Wyoming are the only two states which have a state wage rate less than the federal minimum wage.



Hawaii	\$10.10	--
Idaho	\$7.25	--
Illinois	\$8.25	--
Chicago	\$12.00	\$13.00 (07/01/19)
Cook County	\$11.00	\$12.00 (07/01/19)
Indiana	\$7.25	--
Iowa	\$7.25	--

Kansas	\$7.25	--
Kentucky	\$7.25	--
Louisiana <i>No State Minimum Wage</i>	\$7.25 (FLSA)	--
Maine	\$10.00	\$11.00 (2019)
Bangor	\$9.00	\$9.75 (2019)
Portland	\$10.90	--
Maryland	\$10.10	\$11.10 (07/01/19)
Montgomery County	\$12.00 (>11 EEs) \$12.00 (11-50 EEs) \$12.50 (51+ EEs)	\$12.50 (07/01/19) \$12.50 (07/01/19) \$13.00 (07/01/19)
Prince George's County	\$11.50	--
Massachusetts	\$11.00	\$12.00 (2019)
Michigan	\$9.25	--
Minnesota	\$9.65 Large ERs (annual receipts of \$500K+) \$7.87 Small ERs (annual receipts of <\$500K)	CPI adj. (2019)
Minneapolis	\$10.25 (>101 EEs) \$11.25 (101+ EEs)	\$11.00 (07/01/19) \$12.25 (07/01/19)
Mississippi <i>No State Minimum Wage</i>	\$7.25 (FLSA)	--

Did you know? Five states do not have any state law regulating minimum wage: Alabama; Louisiana; Mississippi; South Carolina; and Tennessee.



Missouri	\$7.85	\$7.90 est. (2019)
Montana	\$8.30	\$8.65 est. (2019)
Nebraska	\$9.00	--
Nevada	\$7.25 (EEs w/ Ins.) \$8.25 (EEs w/out Ins.)	-- --
New Hampshire	\$7.25	--
New Jersey	\$8.60	\$8.97 (2019)
New Mexico	\$7.50	--
Albuquerque	\$7.95 (EEs w/ Ins.) \$8.95 (EEs w/out Ins.)	--
Bernalillo County	\$8.85	--
Las Cruces	\$9.20	\$10.10 (2019)
Santa Fe	\$11.40	--
Santa Fe County	\$11.40	--
New York	\$10.40	\$11.10 (12/31/18)
New York City	\$12.00 (>11 EEs) \$13.00 (11+ EEs)	\$13.50 (12/31/18) \$15.00 (12/31/18)
Long Island & Westchester County	\$11.00	\$12.00 (12/31/18)
North Carolina	\$7.25	--
North Dakota	\$7.25	--

Ohio	\$8.30 Large ERs (annual receipts of \$305K+) \$7.25 Small ERs (annual receipts of <\$305K)	CPI adj. (2019)
Oklahoma	\$7.25	--
Oregon	\$10.75	\$11.25 (07/01/19)
Portland Metro	\$12.00	\$12.50 (07/01/19)
Non-Urban Counties	\$10.50	\$11.00 (07/01/19)
Pennsylvania	\$7.25	--
Rhode Island	\$10.10	\$10.50 (2019)
South Carolina <i>No State Minimum Wage</i>	\$7.25 (FLSA)	--
South Dakota	\$8.85	--
Tennessee <i>No State Minimum Wage</i>	\$7.25 (FLSA)	--
Texas	\$7.25	--
Utah	\$7.25	--
Vermont	\$10.50	\$11.50 (2019)
Virginia	\$7.25	--
Washington	\$11.50	\$12.00
Seattle	\$11.50 (<501 EEs w/ Ins.) \$14.00 (<501 EEs w/o Ins.) \$15.00 (501+ EEs w/ Ins.) \$15.45 (501+ EEs w/o Ins.)	\$12.00 (2019) \$15.00 (2019) -- --
Tacoma	\$12.00	--

Did you know? Seattle, WA still has the highest minimum wage rate, requiring large employers who do not provide medical benefits to pay \$15.45/hr.



West Virginia	\$8.75	--
Wisconsin	\$7.25	--
Wyoming	\$5.15	--

- Rate changes take effect at the start of the new year, unless otherwise noted.
- CPI adj.: Rates are adjusted for inflation based on changes in the Consumer Price Index.
- Rates published are as of July 9, 2018.