



White Paper

2018 STATE AND FEDERAL MINIMUM WAGES

July 2018



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The federal **Fair Labor Standards Act (FLSA)** establishes minimum wage and overtime requirements for most 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.

This table contains the state minimum wage and overtime rates as of June 15, 2018. Some states have minimum wage rates that are higher or even lower than the federal rate. To verify coverage it is important to review the coverage requirements applicable to your state. If there is no information listed in the chart's "Coverage" box, it means the 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 | 2018 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* | | \$9.84 | | | 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* | | \$10.50 | \$11.00 \$12.00 TBD | 1/1/2019 1/1/2020 1/1/2021 | | |
| Arkansas | Employers with 4 or more employees. | \$8.50 | | | | 40 |

± The overtime premium rate is one and one-half times the employee's regular rate, unless otherwise specified.

* The state recalculates its minimum wage annually. The new rate goes into effect on January 1 of each year.

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|--------------|---|-------------------|---|--|--|--|
| | | | | | DAILY | WEEKLY |
| California | Small Employers (1-25 employees) | \$10.50 | \$11.00 \$12.00 \$13.00 \$14.00 \$15.00 | 1/1/2019 1/1/2020 1/1/2021 1/1/2022 1/1/2023 | Over 8: Time and a half Over 12: Double time | Over 40: time and a half On 7th day: First 8 hours, time and a half. Over 8 hours on 7th day, double time |
| | Large Employers (26+ employees) | \$11.00 | \$12.00 \$13.00 \$14.00 \$15.00 TBD | 1/1/2019 1/1/2020 1/1/2021 1/1/2022 1/1/2023 | <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. | \$10.20 | \$11.10 \$12.00 | 1/1/2019 1/1/2020 | 12 | 40 |
| Connecticut | | \$10.10 | \$11.00 \$12.00 TBD | 1/1/2019 1/1/2020 1/1/2021 | | 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 | | \$8.25 | \$8.75 \$9.25 | 10/1/2018 10/1/2019 | | |

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| | | | | | DAILY | WEEKLY |
| District of Columbia (D.C.)** | | \$13.25 | \$14.00 \$15.00 TBD | 7/1/2019 7/1/2020 7/1/2021 | | 40 |
| Florida* | | \$8.25 | | | | |
| Georgia | Employers with 6 or more employees, excluding employment subject to the FLSA when the federal rate is greater than the state rate. | \$5.15 | | | | |
| 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. | \$8.50 | | | | 40 |
| Indiana | Employers with 2 or more employees. | \$7.25 | | | | 40 |
| Iowa | | \$7.25 | | | | |
| Kansas | | \$7.25 | | | | 46 |

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| 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 | | \$10.00 | \$11.00 \$12.00 TBD | 1/1/2019 1/1/2020 1/1/2021 | | 40 |
| Maryland | | \$10.10 | | | | 40 |
| Massachusetts | | \$11.00 | \$12.00 \$12.75 \$13.50 \$14.25 \$15.00 | 1/1/2019 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 | | | | 40 |
| Minnesota* | Small Employers (less than \$500,000 annual gross sales and certain hotels) | \$7.87 | | | | 48 |
| | Large Employers (\$500,000 annual gross sales) | \$9.65 | | | | 48 |
| Mississippi | No state minimum wage law, FLSA compliance required. | \$7.25 | | | | |

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| | | | | | DAILY | WEEKLY |
| 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. | \$7.85 | | | | 40 |
| | | | | | Premium pay required after 52 hours in seasonal amusement or recreation businesses. | |
| Montana* | General | \$8.30 | | | | 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 | | | | |
| 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* | | \$8.60 | | | | 40 |
| New Mexico | | \$7.50 | | | | 40 |

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| New York*** | New York City (NYC) only: Small Employer (1-10 employees in NYC) | \$12.00 | \$13.50 \$15.00 | 12/31/2018 12/31/2019 | | 40 |
| | NYC only: Large Employer (11+ employees in NYC) | \$13.00 | \$15.00 | 12/31/2018 | | |
| | Fast Food Worker (Inside NYC) | \$13.50 | \$15.00 | 12/31/2018 | | |
| | Fast Food Worker (Outside NYC) | \$11.75 | \$12.75 \$13.75 \$14.50 \$15.00 | 12/31/2018 12/31/2019 12/31/2020 7/1/2021 | | |
| | Long Island and Westchester | \$11.00 | \$12.00 \$13.00 \$14.00 \$15.00 | 12/31/2018 12/31/2019 12/31/2020 12/31/2021 | | |
| | Remainder of state | \$10.40 | \$11.10 \$11.80 \$12.50 TBD | 12/31/2018 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. | |
| North Dakota | | \$7.25 | | | | 40 |
| Ohio* | Employers with annual gross more than \$299,000. | \$8.30 | | | | 40 |
| | Employers who gross \$299,000 or less must pay no less than the federal minimum wage. | \$7.25 | | | | |

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| 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. | \$7.25 | | | | |
| | All other employers. | \$2.00 | | | | |
| Oregon | Standard | \$10.25 | \$10.75 \$11.25 \$12.00 \$12.75 \$13.50 | 7/1/2018 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 |
| | Portland Metro | \$11.25 | \$12.00 \$12.50 \$13.25 \$14.00 \$14.75 | 7/1/2018 7/1/2019 7/1/2020 7/1/2021 7/1/2022 | | |
| | Nonurban Counties | \$10.00 | \$10.50 \$11.00 \$11.50 \$12.00 \$12.50 | 7/1/2018 7/1/2019 7/1/2020 7/1/2021 7/1/2022 | | |
| Pennsylvania | | \$7.25 | | | | 40 |
| Rhode Island | | \$10.10 | \$10.50 | 1/1/2019 | | 40 |
| South Carolina | No state minimum wage law, FLSA compliance required. | \$7.25 | | | | |
| South Dakota* | | \$8.85 | | | | |
| Tennessee | No state minimum wage law, FLSA compliance required. | \$7.25 | | | | |

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|---------------|---|-------------------|---------------------------|----------------------------------|---|--------|
| | | | | | DAILY | WEEKLY |
| Texas | The state law excludes any employment subject to the federal FLSA. | \$7.25 | | | | |
| Utah | | \$7.25 | | | | |
| Vermont* | Employers with 2 or more employees. | \$10.50 | TBD | 1/1/2019 | | 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* | | \$11.50 | \$12.00 \$13.50 TBD | 1/1/2019 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 | | \$5.15 | | | | |

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