

2019 U.S. Minimum Wage Chart

Jurisdiction	Minimum Wage ^{1,2}	Comments
Alabama	No provision.	
Alaska	\$9.89	Indexed to inflation or \$1 more than the federal minimum wage, whichever is higher. Increasing to \$10.19 on January 1, 2020.
Arizona	\$11.00	Increasing to \$12.00 on and after January 1, 2020. Thereafter adjusts annually based on a cost of living formula.
- <i>Flagstaff</i>	\$12.00	Increasing to \$13.00 on January 1, 2020; \$15.00 or \$2.00 over state minimum wage, whichever is greater, on and after January 1, 2021; \$15.50 or \$2.00 over state minimum wage, whichever is greater, on and after January 1, 2022. Thereafter adjusted annually on January 1 based upon cost of living. Applies to employees working at least 25 hours per year in the city.
Arkansas	\$9.25	Increasing to \$10.00 on January 1, 2020 and \$11.00 on January 1, 2021.
California	\$11.00 (1-25 employees) \$12.00 (25+ employees)	For employers of 1-25 employees, increasing to \$12.00 on January 1, 2020, \$13.00 on January 1, 2021, \$14.00 on January 1, 2022 and \$15.00 on January 1, 2023. Additional yearly increases to be determined by August 1 of each year. For employers of 25 or more employees, increasing to \$13.00 on January 1, 2020, \$14.00 on January 1, 2021 and \$15.00 on January 1, 2022. Additional yearly increases to be determined by August 1 of each year.
- <i>Alameda</i>	\$13.50	Increasing to \$15.00 on July 1, 2020. Yearly cost of living increases beginning on July 1, 2022 and thereafter.

¹ This chart does not include minimum wage rates that are specific to tipped employees, minors, hotel, casino and/or transportation workers, local government contractors or employees or any other category of specialized workers.

² Chart is current as of December 1, 2019; rates shown are those in effect as of that date.

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- <i>Belmont</i>	\$13.50	Only applies to employers subject to the Belmont Business License Tax or who maintain a facility in Belmont, and to employees who perform at least two hours of work per week in Belmont.
- <i>Berkeley</i>	\$15.59	Indexed to CPI beginning July 1, 2019 and thereafter.
- <i>Cupertino</i>	\$15.00	Increased annually each January for cost of living. Increasing to \$15.35 on January 1, 2020.
- <i>Daly City</i>	\$12.00	Increasing to \$13.75 on January 1, 2020 and \$15.00 on January 1, 2021.
- <i>El Cerrito</i>	\$15.00	Indexed to CPI beginning January 1, 2020 and thereafter. Increasing to \$15.37 on January 1, 2020.
- <i>Emeryville</i>	\$16.30*	Indexed to the local CPI. *Higher for businesses with 56 or more employees working within the city of Emeryville.
- <i>Fremont</i>	\$13.50 (26+ employees)	For employers of 26 or more employees, increasing to \$15.00 on July 1, 2020. For employers of 25 or fewer employees, beginning on July 1, 2020, \$13.50; increasing to \$15.00 on July 1, 2021. Thereafter rates to be equivalent regardless of number of employees; annual increases each July based upon cost of living. Only applies to employees working at least two hours per week in the city. Certain exceptions for on-call employees and certain employees of non-profits.
- <i>Los Altos</i>	\$15.00	Increased annually each January for cost of living. Increasing to \$15.40 on January 1, 2020.

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<p>- <i>Los Angeles (city and county; county follows large employer scheduled rate)</i></p>	<p>\$14.25 (26+ employees)</p>	<p>For employers of 26 or more employees, increasing to \$15.00 on July 1, 2020.</p> <p>For employers of 25 or fewer employees, minimum wage of \$13.25, increasing to \$14.25 on July 1, 2020, and \$15.00 on July 1, 2021.</p> <p>On July 1, 2022 and annually thereafter, minimum wage will increase based on the CPI for the LA metro area.</p> <p>NOTE: Non-profits may qualify for deferred schedule.</p>
<p>- <i>Malibu</i></p>	<p>\$14.25 (26+ employees)</p>	<p>For employers of 26 or more employees, minimum wage of \$14.25, increasing to \$15.00 on July 1, 2020.</p> <p>For employers of 25 or fewer employees, minimum wage of \$13.25, increasing to \$14.25 on July 1, 2020, and \$15.00 on July 1, 2021.</p> <p>On July 1, 2022 and annually thereafter, minimum wage will increase based on the CPI.</p>
<p>- <i>Menlo Park</i></p>		<p>Increasing to \$15.00 per hour to employees working more than 2 hours per week beginning January 1, 2020. Increased annually.</p>
<p>- <i>Milpitas</i></p>	<p>\$15.00</p>	<p>Will be increased annually on July 1, 2020 based upon CPI.</p>
<p>- <i>Mountain View</i></p>	<p>\$15.65</p>	<p>Increases annually each January based upon CPI. Increasing to \$16.05 on January 1, 2020.</p>
<p>- <i>Novato</i></p>		<p>Beginning on January 1, 2020, \$13.00 for all employers except small employers (25 or fewer). Small employers will be subject to \$12.00. On July 1, 2020, increasing to \$15.00 for large employers (100 or more), \$14.00 for medium (26-99) or \$13.00 for small. For medium employers, another \$1.00 increase will occur on January 1, 2021 and for small employers \$1.00 on January 1, 2021 and January 1, 2022. Adjusted annually after hitting \$15.00.</p>

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Jurisdiction	Minimum Wage ^{1,2}	Comments
- <i>Oakland</i>	\$13.80	Adjusted annually for inflation. Applies to any person who performs at least two hours of work within the city in a particular week and is entitled to the state minimum wage. Effective January 1, 2020 increasing to \$14.14.
- <i>Palo Alto</i>	\$15.00	Adjusted annually each January based upon CPI. Applies to employees who work two hours per week within Palo Alto. Increasing to \$15.40 on January 1, 2020.
- <i>Pasadena</i>	\$14.25 (26+ employees)	For employers of 26 or more employees, minimum wage of \$14.25, increasing to \$15.00 on July 1, 2020. For employers of 25 or fewer employees, minimum wage of \$13.25, increasing to \$14.00 on July 1, 2020, and \$15.00 on July 1, 2021. Beginning July 1, 2022, \$15.00 for all employers, with an annual cost of living adjustment.
- <i>Petaluma</i>		Increasing to \$15.00 on January 1, 2020 (for employers with 26 or more) and \$14.00 (for employers with 25 or fewer). The higher rate, adjusted for inflation, will apply to all employers on January 1, 2021.
- <i>Redwood City</i>	\$13.50	Increasing to \$15.38 plus an additional amount based upon CPI on January 1, 2020. Thereafter increases annually based upon CPI. Applies to employers that maintain a business facility in Redwood City or are subject to Redwood City's business license requirements; covers employees working two hours or more in a calendar week within Redwood City.

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- <i>Richmond</i>	\$15.00	Does not apply to any small business employer who pays for less than 800 hours of employee labor during a given two-week period, including all persons performing work for compensation on a full-time, part-time, or temporary basis. An employer that pays for 800 or more hours of employee labor during any 2-week period at all business locations, whether inside or outside the City of Richmond, shall be deemed to be a covered employer for the entirety of that 2-week period and the remainder of that calendar year quarter. In determining how many hours of employee labor an employer pays for, all labor performed by businesses with substantial overlapping ownership or control shall be aggregated. Lower rate allowed if employer provides medical benefits. Adjusted for inflation beginning January 1, 2020.
- <i>San Diego</i>	\$12.00	Adjusted for inflation each January 1. Increasing to \$13.00 on January 1, 2020.
- <i>San Francisco</i>	\$15.59	Adjusted annually each July for inflation. Applies to any person who performs at least two hours of work within the city in a particular week and is entitled to the state minimum wage.
- <i>San Jose</i>	\$15.00	Adjusted annually each January for cost of living. Applies to any person who performs at least two hours of work within the city in a particular week and is entitled to the state minimum wage. Increasing to \$15.25 on January 1, 2020.
- <i>San Leandro</i>	\$14.00	Increasing to \$15.00 on July 1, 2020.
- <i>San Mateo</i>	\$15.00	Adjusted each January based upon CPI. Applies to employers who are subject to the City of San Mateo Business License Tax or who maintain a facility in the City of San Mateo. Different rates for nonprofits. Increasing to \$15.38 on January 1, 2020.
- <i>Santa Clara</i>	\$15.00	Annually increases each January according to the prior year's Consumer Price Index (CPI). Applies to employees who perform at least two hours or more per week of work in Santa Clara. Increasing to \$15.40 on January 1, 2020.

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- <i>Santa Monica</i>	\$14.25 (26+ employees)	<p>Large employers—those with 26 or more employees in Santa Monica: Increasing to \$15.00 on July 1, 2020.</p> <p>Small employers—those with 25 or fewer employees in Santa Monica: Minimum wage of \$13.25, increasing to \$14.25 on July 1, 2020 and \$15.00 on July 1, 2021.</p> <p>Beginning July 1, 2022, and each year thereafter, the minimum wage will increase based on Consumer Price Index (CPI).</p> <p>Applies to employees who perform at least two hours or more per week of work in Santa Monica.</p>
- <i>Santa Rosa</i>		<p>Effective July 1, 2020.</p> <p>Large employers – those with 26 or more employees: \$15.00</p> <p>Small employers – those with 25 or fewer employees: \$14.00</p> <p>Effective January 1, 2021 - \$15.00 for all employers</p>
- <i>Sonoma</i>		<p>Effective January 1, 2020.</p> <p>Large employers – those with 26 or more employees: \$13.50.</p> <p>Small employers – those with 25 or fewer employees: \$12.50.</p> <p>These rates will each increase \$1.50 per hour on January 1, 2021 (\$15 per hour for large employers and \$14 per hour for small employers), and then by \$1 each subsequent year until January 1, 2024, at which time the increase will be set according to the CPI.</p>
- <i>South San Francisco</i>		<p>Increasing to \$15.00 on January 1, 2020. Adjusted annually beginning in 2021.</p>
- <i>Sunnyvale</i>	\$15.65	<p>Increases each January 1 indexed to CPI. Applies to employers who are subject to the Sunnyvale Business License Tax or who maintain a facility in Sunnyvale; applies to employees who perform at least two hour of work per week in Sunnyvale. Increasing to \$16.05 on January 1, 2020.</p>

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Colorado	\$11.10 ³	Increasing to \$12.00 on January 1, 2020. Thereafter adjusted annually based upon CPI. Adjusts annually based on a cost of living formula.
- <i>Denver</i>		Effective January 1, 2020, the minimum wage will be \$12.85.
Connecticut	\$11.00	Increasing to \$12.00 on September 1, 2020, \$13.00 on August 1, 2021, \$14.00 on July 1, 2022, and \$15.00 on June 1, 2023.
Delaware	\$9.25	Increasing to \$9.75 on October 1, 2020, and \$10.25 on October 1, 2021. Adopts the federal minimum wage rate by reference if the federal rate is greater than the state rate.
District of Columbia	\$14.00	Increasing to \$15.00 on July 1, 2020. Annual indexing effective July 1, 2021. If rate is set below federal rate, rate is adjusted to equal the federal rate plus \$1.
Florida	\$8.46	Adjusted annually based on a cost of living formula. Increasing to \$8.56 on January 1, 2020.
Georgia	\$5.15	Excludes from coverage any employment subject to FLSA when federal minimum wage is greater than the state rate.
Guam	\$8.25	
Hawaii	\$10.10	Excludes from coverage any employment subject to FLSA when federal minimum wage is greater than the state rate.
Idaho	\$7.25	
Illinois	\$8.25	Increasing to \$9.25 on January 1, 2020, \$10.00 on July 1, 2021, \$11.00 on January 1, 2021, \$12.00 on January 1, 2022, \$13.00 on January 1, 2023, \$14.00 on January 1, 2024 and \$15.00 on January 1, 2025. Limited exceptions; can pay \$0.50 less to certain employees in first 90 days of employment. Does not apply to outside sales employees.

³ Rate applies only to retail and service, commercial support service, food and beverage, and health and medical industries.

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- <i>Chicago</i>	\$13.00	Applies to all employees who perform at least two hours of work within the city within a two-week period. <i>Must provide notice of current minimum wage with first paycheck including the minimum wage.</i> Increasing to \$14.00 on January 1, 2020 and \$15.00 on January 1, 2021.
- <i>Cook County</i>	\$12.00	Increasing to \$13.00 on July 1, 2020. Thereafter increased annually in accordance with CPI. Applies to all employees who perform at least two hours of work within the county within a two-week period.
Indiana	\$7.25	
Iowa	\$7.25	Adopts the federal minimum wage rate by reference if the federal rate is greater than the state rate.
Kansas	\$7.25	Excludes from coverage any employment subject to FLSA when state rate is higher than federal rate.
Kentucky	\$7.25	Adopts the federal minimum wage rate by reference if the federal rate is greater than the state rate.
Louisiana	No provision.	
Maine	\$11.00	Increasing to \$12.00 on January 1, 2020. Beginning January 1, 2021 and thereafter, increases annually based upon the CPI. Adopts the federal minimum wage rate by reference if the federal rate is greater than the state rate, except any such increase is limited to no more than \$1 per hour above the current legislated state rate.
- <i>Portland</i>	\$11.11	Increases every July 1 based upon the CPI.
Maryland	\$10.10	Increasing to \$11.00 on January 1, 2020 for all employers. For employers with 15 or more employees – beginning January 1, 2021, increases annually by \$0.75 until 2025. For employers with 14 or fewer employees – beginning January 1, 2021, increases annually by \$0.60 until 2026.

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- <i>Montgomery County</i>	\$13.00 (51+ employees)	\$12.50 (1-50 employees) and \$13.00 (51+ employees); increasing to \$13.00 (1-10 employees), \$13.25 (11-50 employees) and \$14.00 (51+ employees) on July 1, 2020; \$13.50 (1-10 employees), \$14.00 (11-50 employees) and \$15.00 (51+ employees) on July 1, 2021; \$14.00 (1-10 employees) and \$14.50 (11-50 employees) on July 1, 2022; \$14.50 (1-10 employees) and \$15.00 (11-50 employees) on July 1, 2023; and \$15.00 (1-10 employees) on July 1, 2024. Increases designed so that \$15.00 rate for all employers will be phased in by July 1, 2024.
- <i>Prince George's County</i>	\$11.50	Applies to all work done by employees in this county.
Massachusetts	\$12.00	Increasing to \$12.75 on January 1, 2020, \$13.50 on January 1, 2021, \$14.25 on January 1, 2022, and \$15.00 on January 1, 2023.
Michigan	\$9.45	Increasing to \$9.65 on April 1, 2020, \$9.87 on April 1, 2021, \$10.10 on April 1, 2022, \$10.33 on April 1, 2023, \$10.56 on April 1, 2024, \$10.80 on April 1, 2025, and additional annual increases through 2030.
Minnesota	\$9.86	Rate applies to large employers. (Small employer (annual receipts of less than \$500,000) \$8.04). Increasing to \$10.00 on January 1, 2020 (increasing to \$8.15 for small employers).
- <i>Minneapolis</i>	\$12.25 (101+ employees)	For small employers (1-100 employees), \$11.00, increasing to \$11.75 on July 1, 2020, \$12.50 on July 1, 2021, \$13.50 on July 1, 2022, \$14.50 on July 1, 2023 and \$15.00 on July 1, 2024. For large employers (101+ employees), increasing to \$13.25 on July 1, 2020, \$14.25 on July 1, 2022, and \$15.00 on July 1, 2023. Must display poster .
Mississippi	No provision.	
Missouri	\$8.60	Increasing to \$9.45 on January 1, 2020, \$10.30 on January 1, 2021, \$11.15 on January 1, 2022 and \$12.00 on January 1, 2023.

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Montana	\$8.50	Adjusts annually on January 1st based on a cost of living formula. Rate is \$4 for businesses with a gross annual sales of \$110,000 or less. Increasing to \$8.65 on January 1, 2020.
Nebraska	\$9.00	
Nevada	\$8.25	<p>\$7.25 if employer provides health benefits. Subject to increase based on CPI each July.</p> <p>Increasing to \$9.00 on July 1, 2020 if employer does not provide health benefits (\$8.00 if employer provides health benefits).</p> <p>Minimum wage shall increase by \$0.75 on July 1 of each year until 2024 when the minimum wage reaches \$12.00 if employer does not provide health benefits (\$11.00 if employer provides health benefits).</p>
New Hampshire	\$7.25	Adopts the federal minimum wage rate by reference if the federal rate is greater than the state rate.
New Jersey	\$10.00	Increasing to \$11.00 on January 1, 2020, \$12.00 on January 1, 2021, \$13.00 on January 1, 2022, \$14.00 on January 1, 2023, and \$15.00 on January 1, 2024. Minimum wage shall increase in accordance with increases in CPI. Small businesses (5 or fewer employees) follow a different schedule.
New Mexico	\$7.50	Applies to covered non-exempt employees. Increases to \$9.00 on January 1, 2020, \$10.50 on January 1, 2021, \$11.50 on January 1, 2022, and \$12.00 on January 1, 2023.
- <i>Albuquerque</i>	\$9.20	Applies to all employers who are required to have a business license or business registration from Albuquerque; those employers must pay the minimum wage to employees who work within the city for at least two hours per week. \$8.20 rate if the employer provides certain healthcare and/or childcare benefits to the employee. Increasing to \$9.35 on January 1, 2020 and \$8.35 for other.

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- <i>Bernalillo County</i>	\$9.05	Applies to all employers who are required to have a business license or business registration from the county; those employers must pay the minimum wage to employees who work within the county for at least two hours per week. \$8.05 rate if the employer provides certain healthcare and/or childcare benefits to the employee. Increasing to \$9.20 on January 1, 2020.
- <i>Las Cruces</i>	\$10.10	Increasing to \$10.25 on January 1, 2020.
- <i>Santa Fe</i>	\$11.80	Applies to all employers who are required to have a business license or business registration from the city of Santa Fe and nonprofit organizations; those employers must pay the minimum wage to employees for all hours worked within Santa Fe that month. May increase in March annually for cost of living.
- <i>Santa Fe County</i>	\$11.80	Applies to all employers who are required to have a business license or business registration from the county of Santa Fe. May increase in March annually for cost of living.
New York	<p>\$13.50 (1-10 employees in NYC)</p> <p>\$15.00 (11+ employees in NYC)</p> <p>\$12.00 (Nassau, Suffolk, Westchester county)</p> <p>\$11.10 (outside of NYC, Nassau, Suffolk and Westchester counties)</p>	<p>For small employers (1-10 employees) in New York City, increasing to \$15.00 on December 31, 2019.</p> <p>For employers in Nassau, Suffolk and Westchester counties, increasing to \$13.00 on December 31, 2019, \$14.00 on December 31, 2020, and \$15.00 on December 31, 2021.</p> <p>For employers in the remainder of state, increasing to \$11.80 on December 31, 2019 and \$12.50 on December 31, 2020.</p> <p>Thereafter indexed to inflation.</p> <p><i>NOTE: Rates are different for workers in the fast food industry and tipped workers.</i></p>

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North Carolina	\$7.25	
North Dakota	\$7.25	
Ohio	\$8.55	Subject to automatic adjustment each January 1st based on Constitutional amendment. \$7.25 for employers grossing \$314,000 or less. Increasing to \$8.70 on January 1, 2020.
Oklahoma	\$7.25	Adopts the federal minimum wage rate. Employers with gross annual sales of less than \$100,000 and fewer than 10 employees, rate of \$2. Excludes from coverage any employment subject to FLSA.
Oregon	\$11.25*	<p>*Standard minimum wage rate (see below for other rates), increasing to \$12.00 on July 1, 2020, \$12.75 on July 1, 2021, \$13.50 on July 1, 2022 and indexed to CPI thereafter.</p> <p>\$11.00 for employers in certain non-urban counties, increasing to \$11.50 on July 1, 2020, \$12.00 on July 1, 2021, \$12.50 on July 1, 2022 and \$1 less than the standard minimum wage beginning July 1, 2023 and thereafter.</p> <p>For employees that do not work at a fixed site, the employer can either track and pay the applicable hours and rate of each region where the employee works, or choose to pay the highest rate applicable for all hours worked. For details on each region see here: <u>http://www.oregon.gov/boli/WHD/OMW/Pages/Minimum-Wage-Rate-Summary.aspx</u>.</p>
- <i>Portland</i>	\$12.50	Increases to \$13.25 on July 1, 2020, \$14.00 on July 1, 2021, \$14.75 on July 1, 2022 and \$1.25 over the standard minimum wage beginning July 1, 2023 and thereafter.
Pennsylvania	\$7.25	

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Puerto Rico	\$7.25	The federal minimum wage automatically applies to businesses and employees covered under the FLSA. The minimum wage for employees who are not covered under the FLSA is equal to at least 70 percent of the current minimum wage or the applicable mandatory decree rate, whichever is higher; currently \$5.08. The Secretary of Labor and Human Resources in Puerto Rico is authorized to reduce the percentage for any employer who can show that the 70% rate would substantially curtail employment in that business. Excludes from coverage any employment subject to FLSA.
Rhode Island	\$10.50	
South Carolina	No provision.	
South Dakota	\$9.10	Indexed to inflation. Increasing to \$9.30 on January 1, 2020.
Tennessee	No provision.	
Texas	\$7.25	Excludes from coverage any employment subject to FLSA. Adopts the federal minimum wage rate.
Utah	\$7.25	Excludes from coverage any employment subject to FLSA. Adopts the federal minimum wage rate.
Vermont	\$10.78	Annual increases each January 1. Adopts the federal minimum wage rate by reference if the federal rate is greater than the state rate. Increasing to \$10.96 on January 1, 2020.
Virgin Islands	\$10.50	
Virginia	\$7.25	Excludes from coverage any employment subject to FLSA. Adopts the federal minimum wage rate.
Washington	\$12.00	Increasing to \$13.50 on January 1, 2020. Beginning January 1, 2021, adjusts annually on January 1 based upon percentage increase of the Consumer Price Index.

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- <i>Seattle</i>	501+ employees: \$16.00 1-499 employees: \$15.00 (can meet using health benefits)	Employers of 501+ employees, rate is regardless of provision of medical benefits. Employers of 1-499 employees can meet the \$15.00 rate requirement by paying no less than \$12.00 per hour in wages and contributing at least \$3.00 per hour toward an employee's health benefits and/or reported tips. Increases annually for inflation. Increasing to \$16.39 on January 1, 2020 for large employers and \$15.75 for small employers.
- <i>SeaTac</i>	\$16.09	Applies only to employees in the hospitality and transportation industry, see SeaTac Municipal Code Section 7.45. Increasing to \$16.34 on January 1, 2020.
- <i>Tacoma</i>	\$12.35	Annually adjusted by the rate of inflation.
West Virginia	\$8.75	
Wisconsin	\$7.25	
Wyoming	\$5.15	