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Please Note: This resource provides only a general overview of some of the laws that may be applicable in a given state. We cannot guarantee the completeness of the information featured in our Multi-State Laws Comparison Tool. For information regarding whether a state has a law governing a particular topic, please contact your state labor department.

Minimum Wage

Alabama

Minimum Wage Rate in Alabama (AL)

Alabama does not have a state minimum wage law.

- Employers must comply with the federal minimum wage requirement of **\$7.25 per hour**, effective July 24, 2009.

For more information, please contact the [Alabama Department of Labor](#).

Alaska

Alaska Minimum Wage Rate

Below are the current and future minimum wage rates in Alaska. Click on the links provided for more information.

Government	Current Minimum Wage	Future Minimum Wage
State of Alaska	\$9.89 per hour	\$10.19 per hour starting Jan. 1, 2020

Special Note Regarding Tipped Employees: Tips do not count toward the minimum wage in Alaska.

Please contact the [Alaska Division of Labor Standards and Safety](#) for more information.

Arizona

Minimum Wage Rates in Arizona (AZ)

Below are current and future minimum wage rates in Arizona. Click on the links provided for posters and additional wage information.

Government	Current Minimum Wage(s)	Future Minimum Wage(s)
	\$11.00 per hour	
State of Arizona	\$3.00 per hour less for tipped employees	\$12.00 on and after January 1, 2020

Note: An employer generally may pay any employee who customarily and regularly receives tips or gratuities (a tipped employee) a wage up

to **\$3.00 per hour less than the minimum wage** if the employer can establish by its records that for each week, when adding tips received to wages paid, the employee received **not less than the minimum wage for all hours worked.**

\$12.00 per hour

\$3.00 per hour less for **tipped employees**

\$13.00 an hour on and after January 1, 2020.

[Flagstaff](#)

Note: The employer may only pay this lower cash wage if the employer can establish that when adding tips received and retained to wages paid, the employee received at least the minimum wage for all hours worked and the employee has been informed in writing by the employer of the provisions of [the law](#).

For More Information

[Industrial Commission of Arizona](#)

800 W. Washington St.
Phoenix, AZ 85007
(602) 542-4515

Arkansas

Minimum Wage Rate in Arkansas (AR)

Below are current and future minimum wage rates in Arkansas. Click on the links provided for posters and additional wage information.

Government

Current Minimum Wage(s)

Future Minimum Wage(s)

[State of Arkansas](#)

- For employers with **4 or more employees, \$9.25 per hour** (\$2.63 per hour for tipped employees)
- For employers with **3 or fewer employees**, the [federal minimum wage](#) generally applies.

- For employers with 4 or more employees, **\$10.00 per hour** (\$2.63 per hour for tipped employees), effective January 1, 2020
- For employers with 4 or more employees, **\$11.00 per hour** (\$2.63 per hour for tipped employees), effective January 1, 2021

For More Information

[Arkansas Department of Labor](#)

10421 W. Markham

Little Rock, AR 72205
(501) 682-4500

California

California Minimum Wage Rates

Below are current and future minimum wage rates in California. Click on the links provided for posters and additional wage information, including certain details on coverage, exemptions, tips, deductions, and immigration status.

Government	Current Minimum Wage(s)	Future Minimum Wage(s)
State of California	<ul style="list-style-type: none">• \$11.00 per hour for employers with 25 or fewer employees• \$12.00 per hour for employers with 26 or more employees	<ul style="list-style-type: none">• \$12.00 per hour, beginning January 1, 2020 for employers with 25 or fewer employees• \$13.00 per hour, beginning January 1, 2020 for employers with 26 or more employees
Alameda (city)	\$13.50 per hour	\$15.00 per hour, beginning July 1, 2020 <ul style="list-style-type: none">• \$15.00 per hour, beginning January 1, 2020• \$15.90 per hour, beginning January 1, 2021
Belmont	\$13.50 per hour	
Berkeley	\$15.59 per hour	N/A
Cupertino	\$15.00 per hour	N/A
El Cerrito	\$15.00 per hour	N/A
Emeryville	\$16.30 per hour	N/A
Los Altos	\$15.00 per hour	N/A
Los Angeles (city)	<ul style="list-style-type: none">• \$13.25 per hour for employers with 25 or fewer employees or nonprofit corporations with 26 or more employees	N/A

- **\$14.25 per hour** for employers with **26 or more employees**

Employers with **25 or fewer employees:**

- **\$14.25 per hour**, beginning July 1, 2020
- **\$15.00 per hour**, beginning July 1, 2021

Los Angeles (county)

(Applicable to employees who work within unincorporated areas of L.A. County)

- **\$13.25 per hour** for employers with **25 or fewer employees**
- **\$14.25 per hour** for employers with **26 or more employees**

Employers with **26 or more employees:**

- **\$15.00 per hour**, beginning July 1, 2020

Employers with **25 or fewer employees:**

- **\$14.25 per hour**, beginning July 1, 2020
- **\$15.00 per hour**, beginning July 1, 2021

Malibu

- **\$13.25 per hour** for employers with **25 or fewer employees**
- **\$14.25 per hour** for employers with **26 or more employees**

Employers with **26 or more employees:**

- **\$15.00 per hour**, beginning July 1, 2020

Milpitas

\$15.00 per hour

N/A

Mountain View

\$15.65 per hour

N/A

Oakland

\$13.80 per hour

N/A

Palo Alto

\$15.00 per hour

N/A

Pasadena

- **\$13.25 per hour** for employers with **25 or fewer employees**

Employers with **25 or fewer employees:**

- **\$14.25 per hour**,

- **\$14.25 per hour** for employers with **26 or more employees** beginning July 1, 2020
- **\$15.00 per hour**, beginning July 1, 2021

Employers with **26 or more employees**:

- **\$15.00 per hour**, beginning July 1, 2020

[Redwood City](#) **\$13.50 per hour**

\$15.00 per hour plus any increase for inflation, beginning January 1, 2020

[Richmond](#) **\$15.00 per hour**

N/A

[San Diego](#) **\$12.00 per hour**

N/A

[San Francisco](#) **\$15.59 per hour**

N/A

[San Jose](#) **\$15.00 per hour**

N/A

[San Leandro](#) **\$14.00 per hour**

\$15.00 per hour, beginning July 1, 2020

[San Mateo](#) **\$15.00 per hour**

N/A

[Santa Clara](#) **\$15.00 per hour**

N/A

Employers with **25 or fewer employees**:

- **\$14.25 per hour**, beginning July 1, 2020
- **\$15.00 per hour**, beginning July 1, 2021

[Santa Monica](#)

- **\$13.25 per hour** for employers with **25 or fewer employees**
- **\$14.25 per hour** for employers with **26 or more employees**
- **\$16.63 per hour** for all hotels

Employers with **26 or more employees**:

- **\$15.00 per hour**, beginning July 1, 2020

[Sunnyvale](#) **\$15.65 per hour**

N/A

Special Note Regarding Minor Employees: The minimum wage in California is the same for both adult and minor employees.

Special Note Regarding Tipped Employees: Unlike federal regulations, California law does not permit an employer to use an employee's tips as a credit toward its obligation to pay the minimum wage. As a result, California employees must receive the minimum wage plus any tips left for them by patrons of the employer's business.

For More Information

[California Department of Industrial Relations](#)

Colorado

Colorado Minimum Wage Rate

Below are current and future minimum wage rates in Colorado. Click on the links provided for more information.

Government	Current Minimum Wage	Future Minimum Wage
State of Colorado	\$11.10 per hour (\$8.08 per hour for tipped employees)	Effective January 1, 2020, \$12.00 per hour (\$8.98 per hour for tipped employees)

Tipped Employees

- A tipped employee is an individual who customarily and regularly receives more than \$30 per month in tips.
- If the employee's tips and the cash wage do not equal the minimum wage, the employer must make up the difference.
- Effective **Aug. 2, 2019**, employers cannot claim any right of ownership or control over tips unless the employer notifies each patron in writing that gratuities are shared by employees. Acceptable written notifications include a notice on a menu, a table tent, or a receipt.
- Employers may require employees to share gratuities among themselves on a pre-established basis.

Minor employees

- Minor employees are unemancipated individuals under 18 years of age.
- Minor employees may be paid 85% of the state minimum wage (less any applicable lawful credits) for all hours worked.
- However, where federal and state law have different minimum wage rates, the higher standard applies.

For more information, please contact the [Colorado Department of Labor and Employment](#).

Connecticut

Connecticut Minimum Wage Rate

Minimum Wage Rate

The current minimum wage rate in Connecticut is **\$10.10 per hour**. However, the state minimum wage will rise incrementally to **\$15 per hour by 2023**, according to the schedule shown below:

Effective Date	Minimum Wage Rate
October 1, 2019	\$11.00
September 1, 2020	\$12.00
August 1, 2021	\$13.00
July 1, 2022	\$14.00
June 1, 2023	\$15.00
January 1, 2024 and each January thereafter	Adjusted to reflect the percentage change in the USDOL employment cost index

The state government may suspend these scheduled increases if there is a downturn in the state’s productivity.

Tipped Employees

Connecticut law allows employers in the hotel and restaurant industries to use a “tip credit” for bartenders and other employees who customarily receive tips. The credit allows employers to count these employees' tips as a percentage of their minimum wage requirement, thus reducing the employer's share of the minimum wage, as long as the tips make up the difference.

- The employer’s share for bartenders is **\$8.23 per hour**
- The employer’s share for other hotel and restaurant tipped employees is **\$6.38 per hour**

Special Note Regarding Minor Employees: Subject to certain exceptions, the minimum hourly wage for an employee who is younger than 18 is \$10.10 or 85% of the state minimum wage (whichever is greater) for up to the first 90 days of their employment. However, where federal and state law have different minimum wage rates, the higher standard applies.

Note: The Connecticut minimum wage rate automatically increases to 1/2 of 1 percent above the rate set in the Fair Labor Standards Act if the federal minimum wage rate equals or becomes higher than the Connecticut minimum wage.

For More Information

- [Public Act 08-108 \("An Act Concerning Minors in the Workplace"\)](#)

- [Stop Work Order Law](#) (Penalties For Concealing Employment or Other Information Related To Workers' Compensation Premiums)
- [Minimum Wage Information from the U.S. Department of Labor](#)
- [Connecticut Department of Labor](#)

Delaware

Minimum Wage Rates in Delaware (DE)

Below are current and future minimum wage rates in Delaware. Click on the links provided for posters and additional information.

Government	Current Minimum Wage(s)	Future Minimum Wage(s)
State of Delaware	\$8.75 per hour (\$2.23 per hour for tipped employees)	\$9.25 per hour , effective October 1, 2019

Special Note Regarding Tipped Employees: A tipped employee customarily and regularly receives more than \$30 per month in tips. If the employee's tips and the cash wage do not equal the minimum wage, the employer must make up the difference.

Special Note Regarding Training and Youth Wage: An employer may pay **\$0.50 less than the minimum wage** to an employee:

- During the first 90 consecutive calendar days of employment; or
- Who is under 18 years of age.

For More Information

[Delaware Department of Labor's Division of Industrial Affairs](#)

4425 N. Market St.
 Wilmington, DE 19802
 (302) 761-8200

District of Columbia

District of Columbia Minimum Wage

Government	Current Minimum Wage(s)	Future Minimum Wage(s)
District of Columbia	<ul style="list-style-type: none"> • \$14.00 per hour for non-tipped employees • \$4.45 per hour for tipped 	<ul style="list-style-type: none"> • The minimum hourly wage for non-tipped employees is expected to rise to \$15.00, beginning July 1, 2020 • The minimum hourly wage for tipped employees is expected to rise to \$5.00,

employees

beginning July 1, 2020

Special Note Regarding Minor Employees: Individuals under the age of 18 may be paid the minimum wage established by the federal government.

Special Notes About Tipped Employees:

- **Cash Wages:** If an employee's tips and the cash wage do not equal the minimum wage, the employer must make up the difference.
- **Tip-Pooling Notification:** Employers must notify their tipped employees if they use a tip-sharing or tip-pooling policy. The notice must state the percentage by which tips may be reduced by credit card fees, among other information.
- **Third-Party Payroll Provider:** Effective **Jan. 1, 2020**, all employers who employ tipped workers (except for hotel employers) must use a **third party to prepare payroll**.
- **Wage Statements:** Employers must provide each tipped employee with a wage statement that indicates, among other things, the number of hours the employee worked during the pay period, the amount or percentage of shared tips, and a tip declaration form (or “tip sheet”).
- **Annual Training:** Owners, operators and managers of establishments that employ tipped employees must attend annual training that covers the requirements of the minimum wage law. A certificate of training must be submitted to the [Department of Employment Services](#) by Dec. 31 of each year. Owners and operators can attend this training either in-person or online. Managers must attend an in-person training, and employers must offer employees an opportunity to attend such training.
- **Wage Reporting:** Employers in D.C. must submit quarterly reports that include their wage payment data and tip-out policy. These reports must also certify that each tipped employee received at least the minimum wage rate for that period. The reports must be submitted using [this portal](#). Third-party payroll providers will be required to submit these reports on behalf of their clients **beginning Jan. 1 2020**.

D.C. law imposes additional requirements on employers of tipped employees. For more information, please contact the [District of Columbia Department of Employment Services](#).

Florida

Florida Minimum Wage Rates

Below are the current and future minimum wage rates in Florida. Click on the links provided for more information.

Government	Current Minimum Wage	Future Minimum Wage
State of Florida	\$8.46 per hour (\$5.44 per hour for tipped employees)	\$8.56 per hour (\$5.54 per hour for tipped employees) beginning Jan. 1, 2020

Special Note Regarding Tipped Employees: If an employee's tips and the cash wage do not equal the minimum wage, the employer must make up the difference.

For more information, please contact the [Florida Department of Economic Opportunity](#).

Georgia

Minimum Wage Rate in Georgia (GA)

- Georgia's minimum wage rate is **\$5.15 per hour** for employers with more than 5 employees.
- Employers subject to the federal Fair Labor Standards Act must comply with the federal minimum wage requirement of **\$7.25 per hour**, as of July 24, 2009.

For More Information

- [Georgia Minimum Wage Information](#)
- [Minimum Wage FAQs from the U.S. Wage and Hour Division](#)

[Georgia Department of Labor](#)

148 Andrew Young International Blvd. N.E.
Atlanta, GA 30303
(404) 232-7300

Hawaii

Minimum Wage Rate in Hawaii (HI)

- Hawaii's minimum wage rate is **\$10.10 per hour**.
 - [Poster in English](#) - PDF format
- **Tipped employees.** The maximum allowed tip credit toward the minimum wage is **75 cents per hour**. If a tipped employee customarily and regularly receives more than \$20 a month in tips, an employer may be able to pay tipped employees less than the applicable minimum wage by applying the tip credit. [Click here](#) for more information and illustrative examples of the calculation of the tip credit.

Note: Minimum wage and overtime protections under [Chapter 387](#) of the Wage and Hour Law generally apply to certain domestic workers. The law makes certain exceptions, including individuals employed in domestic services on a “casual basis” and individuals providing companionship services for the aged or infirm. [Click here](#) to read the text of the law.

Under a [law](#) in Hawaii, a hotel that applies a service charge for **portage services** must distribute the service charge directly to its employees as tip income **or** clearly disclose to the purchaser of the services that the service charge is being used to pay for costs or expenses other than wages and tips of employees. "Portage" means the act of moving luggage, bags, or parcels

between a guest room and a lobby, front desk, or any area with vehicular access at a [hotel, hotel-condominium, or condominium-hotel](#).

For More Information

- [Hawaii Minimum Wage Information](#)
- [Minimum Wage FAQs from the U.S. Wage and Hour Division](#)
- [Minimum Wage for Tipped Employees in Hawaii](#)

[Hawaii Department of Labor and Industrial Relations](#)

Enforcement Division
830 Punchbowl St.
Honolulu, Hawaii 96813
(808) 586-8777

Idaho

Minimum Wage Rate in Idaho (ID)

- Effective July 24, 2009, Idaho's minimum wage rate is **\$7.25 per hour**.
- Tipped Employees: Any employee engaged in an occupation in which he customarily and regularly receives more than thirty dollars (\$30.00) a month in tips must be paid a minimum of **\$3.35 per hour**. If an employee's tips combined with the employer's cash wage do not equal the minimum hourly wage, the employer must make up the difference.

For More Information

- [Idaho Minimum Wage Information](#)

[Idaho Department of Labor](#)

317 W. Main St.
Boise, Idaho 83735
(208) 332-3570

Illinois

Illinois Minimum Wage Rates

Government	Current Minimum Wage(s)	Future Minimum Wage(s)
State of Illinois	<ul style="list-style-type: none">• For employers with 4 or more employees, \$8.25 per hour (\$4.95 per hour for tipped employees)• For employers with 3 or fewer	Effective January 1, 2020: <ul style="list-style-type: none">• For employers with 4 or more employees, \$9.25

employees, the [federal minimum wage](#) generally applies

per hour (\$5.55 per hour for tipped employees)

- For employers with **3 or fewer employees**, the [federal minimum wage](#) generally applies

Effective July 1, 2020:

- For employers with **4 or more employees**, **\$10.00 per hour** (\$6.00 per hour for tipped employees)
- For employers with **3 or fewer employees**, the [federal minimum wage](#) generally applies

Effective January 1, 2021:

- For employers with **4 or more employees**, **\$11.00 per hour** (\$6.60 per hour for tipped employees)
- For employers with **3 or fewer employees**, the [federal minimum wage](#) generally applies

[Chicago](#)

- For employers with **4 or more employees**, **\$12.00 per hour** (\$6.25 per hour for tipped employees)
- For employers with **3 or fewer employees**, the [federal minimum wage](#) generally applies

- Effective July 1, 2019, **\$13.00 per hour** (tipped employee wage not yet determined)

[Cook County](#)

- For employers with 4 or more employees, **\$11.00 per hour** (\$8.25 per hour for tipped employees, \$5.10 of which must be paid by the employer)
- For employers with **3 or fewer employees**, the [federal minimum wage](#) generally applies

- Effective July 1, 2019, **\$12.00 per hour** (tipped employee wage not yet determined)
- Effective July 1, 2020, **\$13.00 per hour** (tipped employee wage not yet determined)

Key Exceptions

The following employees are generally eligible for a lower minimum wage under Illinois state law:

- Employees in the first 90 days of employment
- Employees under 18 years old

[Click here](#) for more information.

For More Information

[Illinois Department of Labor](#)

160 N. LaSalle St.
Suite C-1300
Chicago, IL 60601
(312) 793-2800

Indiana

Minimum Wage Rate in Indiana (IN)

- Effective July 24, 2009, Indiana's minimum wage rate is **\$7.25 per hour** and \$2.13 per hour for tipped employees.
 - [Poster in English](#) – PDF format

For More Information

- [Indiana Minimum Wage Information](#)
- [Minimum Wage FAQs from the U.S. Wage and Hour Division](#)

[Indiana Department of Labor](#)

402 W. Washington St.
Room W195
Indianapolis, IN 46204
(317) 232-2655

Iowa

Iowa Minimum Wage Rate

- Iowa's minimum wage rate is **\$7.25 per hour** and \$4.35 per hour for tipped employees.
 - [Poster in English](#) - PDF format

Special Note Regarding Tipped Employees: A tipped employee customarily and regularly receives more than \$30 per month in tips. If the employee's tips and the cash wage do not equal the minimum wage, the employer must make up the difference.

For More Information

- [Iowa Minimum Wage Information](#)
- [Minimum Wage FAQs from the U.S. Wage and Hour Division](#)
- [Iowa Workforce Development](#)

Kansas

Minimum Wage Rate in Kansas (KS)

- Kansas's minimum wage rate is **\$7.25 per hour** and **\$2.13 per hour** for tipped employees.
- Special Note Regarding Tipped Employees: If the employee's tips and the cash wage do not equal the minimum wage, [the employer must make up the difference](#).

For More Information

[Kansas Department of Labor](#)

401 S.W. Topeka Blvd.
Topeka, KS 66603
(785) 296-5000

Kentucky

Minimum Wage Rate in Kentucky (KY)

- Kentucky's minimum wage rate is **\$7.25 per hour** and **\$2.13 per hour** for tipped employees.
 - [Poster in English](#) - PDF format
 - [Poster En Español](#) - PDF format

Special Note Regarding Tipped Employees: A tipped employee customarily and regularly receives more than \$30 per month in tips. If the employee's tips and the cash wage do not equal the minimum wage, the employer must make up the difference.

For more information, please contact the [Kentucky Labor Cabinet](#).

Louisiana

Louisiana Minimum Wage Rate

- Louisiana does not have a state minimum wage law.
- Employers must comply with the federal minimum wage requirement of **\$7.25 per hour**, effective July 24, 2009.

For More Information

- [Minimum Wage FAQs from the U.S. Wage and Hour Division](#)
- [Louisiana Workforce Commission](#)

Maine

Maine Minimum Wage Rate

Below are current and future minimum wage rates in Maine. Click on the links provided for posters and additional wage information.

Government	Current Minimum Wage(s)	Future Minimum Wage(s)
State of Maine	\$11.00 per hour (\$5.50 for tipped employees)	Starting January 1, 2020, the minimum hourly wage is \$12.00 per hour (\$6.00 for tipped employees).
Portland	\$11.00 per hour (\$5.50 for tipped employees) (state minimum wage currently applies)	Starting July 1, 2019, the minimum hourly wage in Portland will be \$11.11 (\$5.50 for tipped employees). This new rate is likely to be effective only through 2019 because a higher rate of \$12.00 per hour (\$6.00 for tipped employees) becomes effective on January 1, 2020 for all of Maine.

Notes

- **Special Note Regarding Tipped Employees**: A tipped employee customarily and regularly receives more than \$30 per month in tips. If the employee's tips and the cash wage do not equal the minimum wage, the employer must make up the difference.

Note: A law in Maine **restored the tip credit to Maine's minimum wage law**. Under the law, an employer may consider tips as part of the wages of a service employee, but such a tip credit may not exceed 50 percent of the minimum hourly wage established under [state law](#).

- An employer who elects to use the tip credit **must inform the affected employee in advance** (as provided in the text of the [law](#)), and must be able to show that the employee receives at least the minimum hourly wage when direct wages and the tip credit are combined **within the established 7-day workweek**. **Affected employers with questions about the law's impact on workplace policies and practices should contact a knowledgeable employment law attorney.**
- Portland Tipped Employees: If the tipped employee can show that his or her total wages (including tips) fall below the minimum wage, the employer is required to compensate the employee for the difference.

For More Information

- [Maine Minimum Wage Information](#)
- [Minimum Wage Information from the U.S. Department of Labor](#)

Maryland

Minimum Wage Rates in Maryland (MD)

Below are current and future minimum wage rates in Maryland. Click on the links provided for posters and additional wage information. If an employee is subject to multiple minimum wage laws, he or she is entitled to the highest wage rate.

Government **Current Minimum Wage(s)**
t

[State of Maryland](#)

\$10.10 per hour for regular employees

\$3.63 per hour for tipped employees

Future Minimum Wage(s)

For employers with **15 or more employees**, the rate for regular employees will be:

- Beginning January 1, 2020: \$11.00 per hour.
- Beginning January 1, 2021: \$11.75 per hour.
- Beginning January 1, 2022: \$12.50 per hour.
- Beginning January 1, 2023: \$13.25 per hour.
- Beginning January 1, 2024: \$14.00 per hour.
- Beginning January 1, 2025: \$15.00 per hour.

For employers with **14 or fewer employees**, the rate for regular

employees will be:

- Beginning January 1, 2020: \$11.00 per hour.
- Beginning January 1, 2021: \$11.60 per hour.
- Beginning January 1, 2022: \$12.20 per hour.
- Beginning January 1, 2023: \$12.80 per hour.
- Beginning January 1, 2024: \$13.40 per hour.
- Beginning January 1, 2025: \$14.00 per hour.
- Beginning January 1, 2026: \$14.60 per hour.
- Beginning July 1, 2026: \$15.00 per hour.

Effective July 1, 2019:

- Employers with **51 or more employees**: \$13.00 per hour for regular employees and \$4.00 per hour for tipped employees
- Employers with **11-50 employees**: \$12.50 per hour for regular employees and \$4.00 per hour for tipped employees
- Employers with **1-10 employees**: \$12.50 per hour for regular employees and \$4.00 per hour for tipped employees

Employers with 51 or more employees: \$12.25 per hour for regular employees and \$4.00 per hour for tipped employees

Employers with 1-50 employees: \$12.00 per hour for regular employees and \$4.00 per hour for tipped employees

[Montgomery County](#)

Effective July 1, 2020:

- Employers with **51 or more employees**: \$14.00 per hour for regular employees and \$4.00 per hour for tipped employees
- Employers with **11-50 employees**: \$13.25 per hour for regular employees and \$4.00 per hour for tipped employees
- Employers with **1-10 employees**: \$13.00 per hour for regular

employees and \$4.00 per hour for tipped employees

[Prince George's County](#) **\$11.50 per hour** for regular employees N/A
\$3.63 per hour for tipped employees

Note Regarding Tipped Employees: If the employee's tips and the cash wage do not equal the minimum wage, the employer must make up the difference.

Note Regarding Minor Employees: Effective June 1, 2019, an employer may pay an employee 85% of the state minimum wage if the employee is under 18 years old. Currently, for this lower rate, the employee must be under 20 years old and the lower rate is only allowed for the first 6 months of employment.

For More Information

[Maryland Department of Labor, Licensing, and Regulation](#)

1100 North Eutaw Street
Room 600
Baltimore, MD 21201
Telephone Number: 410-767-2241

Massachusetts

Minimum Wage Rates in Massachusetts (MA)

Below are current and future minimum wage rates in Massachusetts. Click on the links provided for posters and additional wage information.

Government	Current Minimum Wage(s)	Future Minimum Wage(s)
State of Massachusetts	\$12.00 per hour (\$4.35 for tipped employees)	<ul style="list-style-type: none"> • \$12.75 per hour (\$4.95 for tipped employees), beginning January 1, 2020 • \$13.50 per hour (\$5.55 for tipped employees), beginning January 1, 2021 • \$14.25 per hour (\$6.15 for tipped employees), beginning January 1, 2022 • \$15.00 per hour (\$6.75 for tipped employees), beginning January 1, 2023

Special Note Regarding Tipped Employees: A tipped employee customarily and regularly receives more than \$20 per month in tips. If the employee's tips and the cash wage do not equal the minimum wage, the employer must make up the difference.

Special Note Regarding Certain Students or Minor Workers: Employers in certain industries may be able to pay students or minors not less than 80% of the state minimum wage in certain instances.

For More Information

[Massachusetts Office of Labor and Workforce Development](#)

1 Ashburton Place
Suite 2112
Boston, MA 02108
617-626-7100

Michigan

Michigan Minimum Wage Rates

The current and future Michigan minimum wage rates below generally apply to employers with **2 or more employees** who are at least 16 years old. Click on the links provided for posters and additional wage information.

Government	Current Minimum Wage(s)	Future Minimum Wage(s)
<u>State of Michigan</u>	\$9.45 per hour (\$3.59 for tipped employees)	<ul style="list-style-type: none">• \$9.65 per hour (\$3.67 per hour for tipped employees), beginning January 1, 2020• \$9.87 per hour (\$3.75 per hour for tipped employees), beginning January 1, 2021

Special Note Regarding Tipped Employees: If an employee's tips and the cash wage do not equal the minimum wage, the employer must make up the difference. The minimum wage rate for tipped employees applies if [certain requirements](#) are met.

[Michigan Department of Licensing and Regulatory Affairs](#)

Wage & Hour Division
P.O. Box 30476
Lansing, MI 48909
517-284-7800

Minnesota

Minnesota Minimum Wage Rates

Government

Current Minimum Wage(s)

Future Minimum Wage(s)

[State of Minnesota](#)

- **\$8.04 per hour** (employers with annual receipts of less than \$500,000)
- **\$9.86 per hour** (employers with annual receipts of \$500,000 or more)

Effective Jan. 1, 2020

- **\$8.15 per hour** (employers with annual receipts of less than \$500,00, training wage and youth wage)
- **\$10 per hour** (employers with annual receipts of \$500,000 or more)

Effective July 1, 2020:

- **\$11.75 per hour** (employers with 100 or fewer employees)
- **\$13.25 per hour** (employers with more than 100 employees)

[Minneapolis](#)

- **\$11.00 per hour** (employers with 100 or fewer employees)
- **\$12.25 per hour** (employers with more than 100 employees)

Effective July 1, 2021:

- **\$12.50 per hour** (employers with 100 or fewer employees)
- **\$14.25 per hour** (employers with more than 100 employees)

Effective July 1, 2022:

- **\$13.50 per hour** (employers with 100 or fewer employees)
- **\$15.00 per hour** (employers with more than 100 employees)

[St. Paul](#)

N/A

Effective January 1, 2020:

- **\$12.50 per hour** (employers with 10,001 or more employees)

Effective July 1, 2020:

- **\$9.25 per hour** (employers with 1-5 employees)
- **\$10.00 per hour** (employers with 6-

- 100 employees)
- **\$11.50 per hour** (employers with 101-10,000 employees)
- **\$12.50 per hour** (employers with 10,001 or more employees)

Effective July 1, 2021:

- **\$10.00 per hour** (employers with 1-5 employees)
- **\$11.00 per hour** (employers with 6-100 employees)
- **\$12.50 per hour** (employers with 101-10,000 employees)
- **\$12.50 per hour** (employers with 10,001 or more employees)

Effective July 1, 2022:

- **\$10.75 per hour** (employers with 1-5 employees)
- **\$12.00 per hour** (employers with 6-100 employees)
- **\$13.50 per hour** (employers with 101-10,000 employees)
- **\$15.00 per hour** (employers with 10,001 or more employees)

For more information please contact the [Minnesota Department of Labor and Industry](#)

Mississippi

Minimum Wage Rate in Mississippi (MS)

- Mississippi does not have a state minimum wage law.
- Employers must comply with the federal minimum wage requirement of **\$7.25 per hour**, effective July 24, 2009.

For more information, please contact the [Mississippi Department of Employment Security](#).

Missouri

Minimum Wage Rate in Missouri (MO)

Below are current and future minimum wage rates in Missouri. Click on the links provided for posters and additional wage information.

Government	Current Minimum Wage(s)	Future Minimum Wage(s)
<u>State of Missouri</u>	\$8.60 per hour (\$4.30 per hour for tipped employees)	<ul style="list-style-type: none"> • \$9.45 per hour (\$4.725 per hour for tipped employees), effective January 1, 2020 • \$10.30 per hour (\$5.15 per hour for tipped employees), effective January 1, 2021 • \$11.15 per hour (\$5.575 per hour for tipped employees), effective January 1, 2022 • \$12.00 per hour (\$6.00 per hour for tipped employees), effective January 1, 2023

For More Information

[Missouri Department of Labor and Industrial Relations](#)

Division of Labor Standards
 3315 W. Truman Blvd., Room 205
 P.O. Box 449
 Jefferson City, MO 65102
 (573) 751-3403

Montana

Minimum Wage Rate in Montana (MT)

Below are the current and future minimum wage rates in Montana. Click on the links provided for more information.

Government	Current Minimum Wage	Future Minimum Wage
<u>State of Montana</u>	\$8.50 per hour	\$8.65 per hour starting Jan. 1, 2020

Special Note Regarding Tipped Employees: Under Montana law, employees that customarily and regularly receive tips must be paid at least the state minimum wage by their employer.

For more information, please contact the [Montana Department of Labor and Industry](#).

Nebraska

Minimum Wage Rate in Nebraska (NE)

- Nebraska's minimum wage rate is **\$9.00 per hour** for employers with 4 or more employees, and \$2.13 per hour for tipped employees.
 - [Poster in English](#) - PDF format
 - [Poster En Español](#) - PDF format

Special Note Regarding Tipped Employees: If an employee's tips and the cash wage do not equal the minimum wage, the employer must make up the difference.

Law Requires Employers to Provide Wage Statement to Certain Employees

Under the [Nebraska Wage Payment & Collection Act](#), Nebraska employers are required, on each regular payday, to deliver or make available to each employee (by mail or electronically) or provide, at the employee's normal place of employment during employment hours for all shifts, a wage statement showing (at a minimum) the:

- Identity of the employer;
- Hours for which the employee was paid;
- Wages earned by the employee; and
- Deductions made for the employee.

However, the employer need not provide information on hours worked for employees who are exempt from overtime under the federal [Fair Labor Standards Act](#), unless the employer has established a policy or practice of paying to (or on behalf of) exempt employees overtime, or bonus or a payment based on hours worked. In such instances, the employer must send or otherwise provide a statement to exempt employees showing hours worked or the payments made.

[Click here](#) to read the text of the law.

For More Information

- [Nebraska Minimum Wage Information](#)
- [Minimum Wage FAQs from the U.S. Wage and Hour Division](#)

[Nebraska Department of Labor](#)

550 South 16th Street
Lincoln, NE 68508
(402) 471-2239

Nevada

Nevada Minimum Wage Rate

Nevada has adopted a law that will increase its minimum wage rate to **\$12 per hour by 2024**. The schedule below indicates the gradual increases that will lead to this new minimum wage rate, beginning in July 2020. The minimum wage rate in Nevada varies depending on whether the employer offers certain health benefits to employees. [Click here](#) for additional information.

Effective Date	Offers Health Benefits	Does NOT Offer Health Benefits
July 1, 2019	\$7.25	\$8.25
July 1, 2020	\$8.00	\$9.00
July 1, 2021	\$8.75	\$9.75
July 1, 2022	\$9.50	\$10.50
July 1, 2023	\$10.25	\$11.25
July 1, 2024	\$11.00	\$12.00

Employers with questions on how to proceed with the calculation and payment of wages are advised to contact a knowledgeable employment law attorney.

Note: Under [Nevada law](#), the relationship between a principal and an **independent contractor** does not constitute an employment relationship, and therefore **is not subject to the state's minimum wage provisions**. The law also establishes certain criteria for the conclusive presumption of independent contractor status under state law.

Special Note Regarding Tipped Employees: In Nevada, tips may not be applied as credit toward the payment of the statutory minimum wage. An employer cannot pay tipped employees less than the applicable minimum wage.

Special Note Regarding Domestic Workers: A **domestic worker** generally must—for all of his or her working time—be paid at least the state [minimum hourly wage rate](#) published under the [Nevada Constitution](#) (subject to the provisions of [state law](#) (Chapter 608)).

For more information, [click here](#) or contact the [Office of the Nevada Labor Commissioner](#).

New Hampshire

New Hampshire Minimum Wage Rate

- The New Hampshire minimum wage rate is **\$7.25 per hour**. Under New Hampshire law, unless otherwise provided by statute, no person, firm or corporation can employ any employee at an hourly rate lower than that set forth in the federal minimum wage law, which is **\$7.25 per hour**. These limitations do not apply to employees engaged in **household labor, domestic labor, farm labor, outside sales representatives, summer camps for minors, newspaper carriers, non-professional ski patrol and golf caddies**.

- [Poster In English](#) - PDF Format

Note: Under a [new law](#) effective as of **November 1, 2016**, the state minimum wage law provisions are no longer applicable to employees of ski areas who **exclusively perform welcoming and guest relation services at a ski area which are not essential to the functional operations of a ski area.**

- Under state law, a tipped employee of a restaurant, hotel, motel, inn, cabin, or ballroom (i.e. an indoor facility which has seating accommodations for at least 500 patrons, provides live entertainment, and is licensed by the New Hampshire liquor commission) who customarily and regularly receives more than \$30 a month in tips directly from the customer will receive a base rate from the employer of not less than **45% of the applicable minimum wage.**

Note: An employer may not pay a tipped employee, as described in [state law](#), who is not engaged in duties that regularly and customarily generate tips directly from the customer, a base rate of less than the applicable minimum wage. This prohibition does not apply to duties that are **incidental to the regular duties** of the tipped employee and generally assigned to the tipped employees. [Click here](#) for more information.

Tip Pooling and Tip Sharing

- Tips are wages and are the property of the employee receiving the tip and must be retained by the employee, unless the employee voluntarily and without coercion from his or her employer agrees to participate in a **tip pooling** or **tip sharing** arrangement.
- No employer is prevented from administering a valid **tip pooling** or **tip sharing** arrangement at the request of the employee, including suggesting reasonable and customary practices, and mediating disputes between employees regarding a valid tip pooling or tip sharing arrangement.
 - "**Tip pooling**" means the **voluntary** practice by which the tip earnings of directly tipped employees within the same job category are **intermingled in a common pool** and then **redistributed** among participating employees.
 - "**Tip sharing**" means the practice by which a directly tipped employee **gives a portion of his or her tips to another worker** who participated in providing service to customers.
- Note: Effective as of September 3, 2017, nothing precludes employee participants in a **tip pool** from agreeing (voluntarily and without coercion) to provide a portion of the common pool to **other employees**, regardless of job category, who **participated in providing service to customers.**

For More Information

- [New Hampshire Minimum Wage Information](#)
- [Minimum Wage FAQs from the U.S. Wage and Hour Division](#)
- [New Hampshire Department of Labor](#)

New Jersey

New Jersey Minimum Wage Rates

Date	Employers with 6+ Employees	Employers with 1-5 Employees	Tipped Employees	Agricultural Employees	Seasonal Employees (Employed 5/1-9/30)
Jul. 1, 2019	\$10.00	\$8.85	\$2.63	\$8.85	\$8.85
Jan. 1, 2020	\$11.00	\$10.30	\$3.13	\$10.30	\$10.30
Jan. 1, 2021	\$12.00	\$11.10	\$4.13	\$10.30	\$11.10
Jan. 1, 2022	\$13.00	\$11.90	\$5.13	\$10.90	\$11.90
Jan. 1, 2023	\$14.00	\$12.70	\$5.13	\$11.70	\$12.70
Jan. 1, 2024	\$15.00	\$13.50	\$5.13	\$12.50	\$13.50

Special Note Regarding Tipped Employees: If an employee's tips and the cash wage do not equal the minimum wage, the employer must make up the difference.

For More Information

[New Jersey Department of Labor and Workforce Development](#)

New Mexico

New Mexico Minimum Wage Rates

Below are the minimum wages currently effective in New Mexico. Click on the links provided for posters and/or additional wage information.

Government

[State of New Mexico](#)

Current Minimum Wage(s)

- **\$7.50 per hour** for regular employees
- **\$2.13 per hour** for tipped employees

Future Minimum Wage(s)

- Beginning January 1, 2020: \$9.00 per hour (\$2.35 per hour for tipped employees).

- Beginning January 1, 2021: \$10.50 per hour (\$2.55 per hour for tipped employees).

[Albuquerque](#)

- **\$9.20 per hour** for regular employees who do not receive health care benefits equal to or more than \$2,500 annually.
- **\$8.20 per hour** for regular employees who receive health care benefits equal to or more than \$2,500 annually. N/A
- **\$5.50 per hour** for tipped employees

[Bernalillo County](#)

- **\$9.05 per hour** for regular employees who do not receive health care benefits equal to or more than \$2,500 annually.
- **\$8.05 per hour** for regular employees who receive health care benefits equal to or more than \$2,500 annually. N/A
- **\$2.13 per hour** for tipped employees.

[Las Cruces](#)

- **\$10.10 per hour** for regular employees
- **\$4.04 per hour** for tipped employees. N/A

[Santa Fe City](#)

\$11.80 per hour for all employees, though tips count toward the minimum wage. N/A

[Santa Fe County](#)

- **\$11.80 per hour** for regular employees.
- **\$3.53 per hour** for tipped employees. N/A

Note about tipped employees: For the tipped minimum wage rate to apply, the employee must customarily and regularly receive more than \$30.00 a month in tips. The tips combined with the employer's cash wage must not equal less than the regular minimum wage rate.

Note about student employees: Beginning January 1, 2020, employers generally must pay certain students a minimum wage rate of \$8.50 per hour. [Click here](#) for details.

For more information, please contact the [New Mexico Department of Workforce Solutions](#).

New York

Minimum Wage Rate in New York (NY)

Government	Current Minimum Wage(s)	Future Minimum Wage(s) Beginning December 31, 2019
State of New York	<ul style="list-style-type: none">• Generally \$11.10 per hour• For fast food workers, \$12.75 per hour	<ul style="list-style-type: none">• \$11.80 per hour• For fast food workers, \$13.75 per hour
New York City	<ul style="list-style-type: none">• For employers with 11 or more employees, \$15.00 per hour• For employers with 10 or fewer employees, \$13.50 per hour• For fast food workers, \$15.00 per hour	For employers with 10 or fewer employees, \$15.00 per hour
Westchester County	<ul style="list-style-type: none">• Generally \$12.00 per hour• For fast food workers, \$12.75 per hour	<ul style="list-style-type: none">• \$13.00 per hour• For fast food workers, \$13.75 per hour
Nassau County	<ul style="list-style-type: none">• Generally \$12.00 per hour• For fast food workers, \$12.75 per hour	<ul style="list-style-type: none">• \$13.00 per hour• For fast food workers, \$13.75 per hour
Suffolk County	<ul style="list-style-type: none">• Generally \$12.00 per hour• For fast food workers, \$12.75 per hour	<ul style="list-style-type: none">• \$13.00 per hour• For fast food workers, \$13.75 per hour

Special Note on Tipped Employees: Under state law, a specified allowance may be credited toward the minimum wage for tips earned. The minimum wage for tipped workers in the hospitality industry [may vary](#) by location and employer size. Employers must give careful attention to the [wage order](#) applicable to their business to ensure they take the appropriate allowance.

For More Information

[New York Department of Labor](#)

W. A. Harriman Campus
Building 12
Albany, NY 12240
888-469-7365

North Carolina

Minimum Wage Rate in North Carolina (NC)

- North Carolina's minimum wage rate is **\$7.25 per hour** and \$2.13 per hour for tipped employees.
 - [Poster in English](#) - PDF format
 - [Poster in Spanish](#)- PDF format
 - Note: These files are for temporary use. Employers may use the form [available here](#) to order free permanent posters or call 1-800-625-2267.

Special Note Regarding Tipped Employees: If an employee's tips and the cash wage do not equal the minimum wage, the employer must make up the difference.

For more information, please contact the [North Carolina Department of Labor](#).

North Dakota

Minimum Wage Rate in North Dakota (ND)

- North Dakota's minimum wage rate is **\$7.25 per hour** and \$4.86 per hour for tipped employees.
 - [Poster in English](#) - PDF format

Special Note Regarding Tipped Employees: A tipped employee customarily and regularly receives more than \$30 per month in tips. If the employee's tips and the cash wage do not equal the minimum wage, the employer must make up the difference.

For More Information

- [North Dakota Minimum Wage Information](#)
- [Minimum Wage FAQs from the U.S. Wage and Hour Division](#)
- [North Dakota Department of Labor and Human Rights](#)

Ohio

Ohio Minimum Wage Rate

Below are current and future minimum wage rates in Ohio. Click on the links provided for posters and additional wage information.

Government	Current Minimum Wage(s)	Future Minimum Wage(s)
State of Ohio	<ul style="list-style-type: none">• \$8.55 per hour (\$4.30 per hour for tipped employees)• The state minimum wage rate	<ul style="list-style-type: none">• \$8.70 per hour (\$4.35 per hour for tipped employees) starting on Jan. 1, 2020

applies to employers that gross **\$314,000 or more per year.**

- The state minimum wage rate applies to employers that gross **\$319,000 or more per year.**

Special Note about Tipped Employees: A tipped employee is an individual who engages in an occupation in which he or she customarily and regularly receives more than \$30.00 per month in tips. If the employee's tips and the cash wage do not equal the minimum wage, the employer must make up the difference.

Special Note about Minor Employees: Employees under the age of 16 must be paid no less than the current federal minimum wage rate. The federal minimum wage rate is currently set at \$7.25 per hour.

Contact the [Ohio Department of Commerce](#) for more information.

Oklahoma

Minimum Wage Rate in Oklahoma (OK)

- Oklahoma's minimum wage rate is **\$7.25 per hour** (for employers with at least 10 full-time employees (or equivalent) and/or gross more than \$100,000 annually).
 - [Poster in English](#) - PDF format
 - [Poster En Español](#) - PDF format

Special Note Regarding Tipped Employees: When computing the minimum wage for tipped employees, employers must credit tips, gratuities, meals or lodging, but may not credit these for more than 50% of the required wage. If the employee's tips and the cash wage do not equal the minimum wage, the employer must make up the difference.

For more information, please contact the [Oklahoma Department of Labor](#).

Oregon

Minimum Wage Rate in Oregon (OR)

Government	Current Minimum Wage(s)	Future Minimum Wage(s)
State of Oregon	\$10.75 per hour	<ul style="list-style-type: none">• Effective July 1, 2019, \$11.25 per hour.• Effective July 1, 2020, \$12.00 per hour.• Effective July 1, 2021, \$12.75 per hour.• Effective July 1, 2022, \$13.50 per

[Portland Metropolitan Area](#) **\$12.00 per hour**

[Non-Urban Counties](#) **\$10.50 per hour**

hour.

- Effective July 1, 2019, **\$12.50 per hour.**
 - Effective July 1, 2020, **\$13.25 per hour.**
 - Effective July 1, 2021, **\$14.00 per hour.**
 - Effective July 1, 2022, **\$14.75 per hour.**
-
- Effective July 1, 2019, **\$11.00 per hour.**
 - Effective July 1, 2020, **\$11.50 per hour.**
 - Effective July 1, 2021, **\$12.00 per hour.**
 - Effective July 1, 2022, **\$12.50 per hour.**

[Click here](#) to determine which minimum wage listed above applies to your business.

Pennsylvania

Pennsylvania Minimum Wage Rate

Pennsylvania's [minimum wage rate](#) is **\$7.25 per hour.**

Special Note Regarding Tipped Employees: An employer may pay a minimum of \$2.83 per hour to an employee who makes more than \$30 per month in tips. The employer must make up the difference if the tips and \$2.83 do not meet the regular Pennsylvania minimum wage.

Rhode Island

Rhode Island Minimum Wage Rates

Below are the current and future minimum wage rates in Rhode Island. Click on the links provided for more information.

Government

Current Minimum Wage

Future Minimum

State of Rhode Island	\$10.50 per hour (\$3.89 per hour for tipped employees)	Wage N/A
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Special Note Regarding Tipped Employees: If an employee's tips and the cash wage do not equal the minimum wage, the employer must make up the difference.

Special Note Regarding Work Availability: Rhode Island law requires employers to compensate their employees whenever they show up and are available to work—as scheduled—even if there is no work to be done. An employer who requests or permits any employee to report for duty at the beginning of a work shift and **does not furnish at least three hours of work** must pay the employee **at least three times the hourly rate**.

Exceptions:

- Shifts under three hours are permissible when agreed to by the employee. If the employer furnishes no work when the employee reports in this situation, the employer must pay the amount the employee would have earned for the agreed-upon shift.
- Certain college students.

For more information contact the [Rhode Island Department of Labor and Training](#).

South Carolina

South Carolina Minimum Wage Rate

South Carolina does not have a state minimum wage law.

- Employers must comply with the federal minimum wage requirement of **\$7.25 per hour**.

For More Information

- [Minimum Wage FAQs from the U.S. Wage and Hour Division](#)
- [South Carolina Department of Labor, Licensing and Regulation](#)

South Dakota

South Dakota Minimum Wage Rate

Below are current and future minimum wage rates in South Dakota. Click on the links provided for posters and additional wage information.

Government	Current Minimum Wage(s)	Future Minimum Wage(s)
State of	\$9.10 per hour (\$4.55 per hour	\$9.30 per hour (\$4.65 per hour for tipped

[South Dakota](#)

for tipped employees)

employees) starting Jan. 1, 2020

For more information, please contact the [South Dakota Department of Labor and Regulation](#).

Tennessee

Minimum Wage Rate in Tennessee (TN)

Tennessee does not have a state minimum wage law.

- Employers must comply with the federal minimum wage requirement of **\$7.25 per hour**.

For More Information

- [Minimum Wage FAQs from the U.S. Wage and Hour Division](#)
- [Tennessee Department of Labor and Workforce Development](#)

Texas

Minimum Wage Rate in Texas (TX)

- The Texas minimum wage rate is \$7.25 per hour and \$2.13 per hour for tipped employees.

Special Note Regarding Tipped Employees: A tipped employee customarily and regularly receives more than \$30 per month in tips. If the employee's tips and the cash wage do not equal the minimum wage, the employer must make up the difference.

Special Note Regarding Minor and Student Employees: An employer is [exempt](#) from the Texas minimum wage laws with respect to the employment of a person who:

- Is less than 18 years of age and is not a high school graduate or a graduate of a vocational training program (other than a person employed in agriculture whose pay is computed on a piece rate);
- Is less than 20 years of age and is a student regularly enrolled in a high school, college, university, or vocational training program (other than a person employed in agriculture whose pay is computed on a piece rate); or
- Has a disability and who is:
 - Not more than 21 years of age;
 - A client of vocational rehabilitation; and
 - Participating in a cooperative school-work program.

For more information, please contact the [Texas Workforce Commission](#).

Utah

Minimum Wage Rate in Utah (UT)

- Utah's minimum wage rate is **\$7.25 per hour** and \$2.13 per hour for tipped employees.

Special Note Regarding Tipped Employees: A tipped employee customarily and regularly receives at least \$30 per month in tips. If the employee's tips and the cash wage do not equal the minimum wage, the employer must [make up the difference](#).

For More Information

- [Utah Minimum Wage Information](#)
- [Minimum Wage FAQs from the U.S. Wage and Hour Division](#)
- [Utah Labor Commission](#)

Vermont

Vermont Minimum Wage Rate

Below are current and future minimum wage rates in Vermont. Click on the links provided for posters and additional information.

Government	Current Minimum Wage(s)	Future Minimum Wage(s)
State of Vermont	\$10.78 per hour (\$5.39 per hour for tipped employees)	\$10.96 per hour (\$5.48 per hour for tipped employees) starting Jan. 1, 2020

Special Note Regarding Tipped Employees: A tipped employee customarily and regularly receives more than \$120 per month in tips. If the employee's tips and the cash wage do not equal the minimum wage, the employer must make up the difference.

For more information, please contact the [Vermont Department of Labor](#).

Virginia

Minimum Wage Rate in Virginia (VA)

Virginia's [minimum wage rate](#) for employers with 4 or more employees is **\$7.25 per hour**. For more information, please contact the [Virginia Department of Labor and Industry](#).

Washington

Minimum Wage Rates in Washington (WA)

Below are the minimum wages currently effective in Washington. Click on the links provided for posters and/or additional wage information.

Government	Current Minimum Wage(s)	Future Minimum Wage(s)
State of Washington	\$12.00 per hour Note: An employer generally must pay its employees all tips, gratuities, and service charges. Tips and service charges paid to an employee are in addition to, and may not count towards, the employee's hourly minimum wage.	The state minimum wage will rise as follows: <ul style="list-style-type: none">• Beginning January 1, 2020: \$13.50 per hour; and• Beginning January 1, 2021 (and each following January 1st), the minimum wage will be adjusted for inflation.
Seattle	Employers with 501 or more employees must pay a minimum wage of \$16.00 per hour . Employers with 500 or fewer employees must pay a minimum wage of \$15.00 per hour . These employers can meet this requirement by paying no less than \$12.00 per hour in wages and contributing at least \$3.00 per hour toward an employee's medical benefits and/or reported tips.	Effective January 1, 2020, employers with 500 or fewer employees must pay a minimum wage of \$15.75 per hour . These employers can meet this requirement by paying no less than \$13.50 per hour in wages and contributing at least \$2.25 per hour toward an employee's medical benefits and/or reported tips.
Tacoma	\$12.35 per hour	N/A

For More Information

[Washington Department of Labor and Industries](#)

P.O. Box 44000
Olympia, WA 98504
(360) 902-5800

West Virginia

Minimum Wage Rate in West Virginia (WV)

The following minimum wage requirements apply to private employers with 6 or more employees in West Virginia:

- West Virginia's minimum wage rate is **\$8.75 per hour**.
 - [Poster in English](#) - PDF format

Employers may take up to a 70% credit, or \$6.13 per hour, against the required minimum wage rate for employees who **customarily receive tips**, resulting in a reduced hourly wage rate of at least \$2.62 per hour.

Special Note Regarding Tipped Employees: To qualify for the credit, employers must ensure that the employees' tips and the reduced hourly wage rate equal at least the required minimum wage rate and must keep accurate records of employees' tips.

For more information, please contact the [West Virginia Division of Labor](#).

Wisconsin

Minimum Wage Rate in Wisconsin (WI)

- Effective July 24, 2009, Wisconsin's minimum wage rate is **\$7.25 per hour** and \$2.33 per hour for tipped employees.
 - [Poster in English](#) - PDF format
 - [Poster En Español](#) - PDF format

Special Note Regarding Tipped Employees: If an employee's tips and the cash wage do not equal the minimum wage, the employer must make up the difference.

For more information, please contact the [Wisconsin Department of Workforce Development](#).

Wyoming

Minimum Wage Rate in Wyoming (WY)

- [Effective April 1, 2001](#), Wyoming's minimum wage rate is **\$5.15 per hour** and \$2.13 per hour for tipped employees.
 - [Poster in English](#) - PDF Format
- Employers subject to the federal Fair Labor Standards Act must comply with the federal minimum wage requirement of **\$7.25 per hour**.

Special Note Regarding Tipped Employees: A tipped employee customarily and regularly receives more than \$30 per month in tips. If the employee's tips and the cash wage do not equal the minimum wage, the employer must make up the difference.

For more information, please contact the [Wyoming Department of Workforce Services](#).

