

2019 MINIMUM WAGE UPDATE

State	2018	2019	Of Note
Alabama	\$7.25	\$7.25	Alabama does not have a minimum wage law and instead adheres to the federal minimum wage
Alaska	\$9.84	\$9.89	
Arizona	\$10.50	\$11.00	Increase to \$12.00 in 2020 and, beginning in 2021, increase each year by the cost of living
City- Flagstaff	\$11.00	\$12.00	
Arkansas	\$8.50	\$9.25	Increase to \$10.00 in 2020 and \$11.00 in 2021
California			
Employers with 25 employees or less	\$10.50	\$11.00	Increase to \$12.00 in 2020, \$13.00 in 2021, \$14.00 in 2022, and \$15.00 in 2023
Employers with 26 employees or more	\$11.00	\$12.00	Increase to \$13.00 in 2020, \$14.00 in 2021 and \$15.00 in 2022
City- Berkeley	\$15.00	\$15.00	<i>Effective 7/1/2019</i> , the minimum wage will increase with inflation
City- Cupertino	\$13.50	\$15.00	
City- El Cerrito	\$13.60	\$15.00	Beginning on 1/1/2020, annual increases based on the consumer price index (CPI)
City- Emeryville (56 or more employees)	\$15.69	\$16.00	<i>Effective 7/1/2019</i> , the minimum wage will then increase to \$16.42 on 7/1/2020
City- Emeryville (55 or less employees)	\$15.00	\$16.00	<i>Effective 7/1/2019</i> , the minimum wage will then increase to \$16.42 on 7/1/2020
City- Los Altos	\$13.50	\$15.00	
City- Los Angeles (26 or more employees)	\$13.25	\$14.25	<i>Effective 7/1/2019</i> , the minimum wage will then increase to \$15.00 on 7/1/20, then increase annually based on the CPI
City- Los Angeles (25 or less employees)	\$12.00	\$13.25	<i>Effective 7/1/2019</i> , the minimum wage will then increase to \$14.25 on 7/1/2020 and \$15.00 on 7/1/2021
City- Malibu (26 or more employees)	\$13.25	\$14.25	<i>Effective 7/1/2019</i>
City- Malibu (25 or less employees)	\$12.00	\$13.25	<i>Effective 7/1/2019</i>
City- Milpitas	\$13.50	\$15.00	<i>Effective 7/1/2019</i>
City- Mountain View	\$15.00	\$15.65	
City- Oakland	\$13.23	\$13.80	
City- Palo Alto	\$13.50	\$15.00	
City- Pasadena (26 or more employees)	\$12.00	\$14.25	<i>Effective 7/1/2019</i> , the minimum wage will then increase to \$15.00 on 7/1/2020
City- Redwood	\$10.50	\$13.50	
City- Richmond	\$13.41	\$15.00	
City-Sacramento (101 or more employees)	\$11.00	\$11.75	Increase to \$12.50 on 1/1/2020 and then indexed to the CPI on 1/1/2021
City- Sacramento (1-100 employees)	\$11.00	\$11.75	Increase to \$12.50 on 1/1/2020 and then indexed to the CPI on 1/1/2021

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City- San Diego	\$11.50	\$12.00	
City- San Francisco	\$15.00	\$15.00	
City- San Jose	\$13.50	\$15.00	
City- San Leandro	\$13.00	\$14.00	<i>Effective 7/1/2019</i> , then increase to \$15.00 on 7/1/2020.
City- San Mateo	\$13.50	\$15.00	Increased by the CPI beginning on 1/1/2020
City- Santa Clara	\$13.00	\$15.00	<i>Effective 7/1/2019</i> , then will increase to \$15.00 on 7/1/2020
City- Santa Monica (26+ employees)	\$13.25	\$14.25	
City- Sunnyvale	\$15.00	\$15.65	
Colorado	\$10.20	\$11.10	Increase in 2020 to \$12.00.
Connecticut	\$10.10	\$10.10	
Delaware	\$8.25	\$8.75	Delaware law allows a 90-day training and a youth wage that is not more than \$0.50 less than the minimum wage rate.
District of Columbia	\$13.25	\$14.00	<i>Effective 7/1/2019</i> . Increase to \$15.00 on 7/1/2020 and an annual indexing will begin on 7/1/2021.
Florida	\$8.25	\$8.46	
Georgia	\$7.25	\$7.25	
Hawaii	\$10.10	\$10.10	
Idaho	\$7.25	\$7.25	
Illinois	\$8.25	\$8.25	
City- Chicago	\$12.00	\$13.00	<i>Effective 7/1/2019</i>
County- Cook	\$11.00	\$12.00	<i>Effective 7/1/2019</i>
Indiana	\$7.25	\$7.25	
Iowa	\$7.25	\$7.25	
Kansas	\$7.25	\$7.25	
Kentucky	\$7.25	\$7.25	
Louisiana	\$7.25	\$7.25	
Maine	\$10.00	\$11.00	Increase to \$12.00 on 1/2/2020
City- Portland	\$10.90		
Maryland	\$10.10		Was effective on 7/1/2018
County- Montgomery (1-11 employees)	\$12.00	\$12.50	Increase each year on July 1 st as follows: \$13.00 in 2020, \$13.50 in 2021, \$14.00 in 2022, \$14.50 in 2023, and \$15.00 in 2024.
County- Montgomery (11-50 employees)	\$12.00	\$13.00	Increase each year on July 1 st as follows: \$13.25 in 2020, \$14.00 in 2021, \$14.50 in 2022, and \$15.00 in 2023.
County- Montgomery (51+ employees)	\$12.25	\$13.00	Increase each year on July 1 st as follows: \$14.00 in 2020 and \$15.00 in 2021.
County- Prince George's	\$11.50		Was effective 10/1/2018

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Massachusetts	\$11.00	\$12.00	Increase to \$12.75 on 1/1/20, \$13.50 on 1/1/21, \$14.25 on 1/1/22, and \$15.00 on 1/1/23
Michigan	\$9.25	\$9.25	
Minnesota	\$9.65	\$9.86	Listed rate is for large employers. Small employers, and the 90-day training wage and youth wage will be \$8.04.
City-Minneapolis (More than 100 Employees)	\$11.25	\$12.25	<i>Effective 7/1/2019</i>
City-Minneapolis (100 or fewer employees)	\$10.25	\$11.00	<i>Effective 7/1/2019</i>
Mississippi	\$7.25	\$7.25	
Missouri	\$7.85	\$8.60	Increase annually by \$0.85/hour until 2023
Montana	\$8.30	\$8.50	Annual adjustments based on changes in inflation.
Nebraska	\$9.00	\$9.00	
Nevada	\$8.25	\$8.25	
New Hampshire	\$7.25	\$7.25	
New Jersey	\$8.50	\$8.85	
New Mexico	\$7.50	\$7.50	
City- Albuquerque (without benefits)	\$8.95	\$9.20	
City- Albuquerque (with benefits)	\$7.95	\$8.20	
City-Las Cruces	\$9.20	\$10.10	Beginning 1/1/2020, and every year thereafter, adjusted based on the cost of living
County- Bernalillo	\$8.85	\$9.05	
New York	\$10.40	\$11.10	<i>Effective 12/31/2018</i> , Increase to \$11.80 on 12/31/19 and to \$12.50 on 12/31/20.
*City- New York City (11+ employees)	\$13.00	\$15.00	<i>Effective 12/31/2018</i>
City- New York City (1-10 employees)	\$12.00	\$13.50	<i>Effective 12/31/2018</i> , increase to \$15.00 on 12/31/2019
County- Nassau, Suffolk and Westchester	\$11.00	\$12.00	<i>Effective 12/31/2018</i> , increase to \$13.00 on 12/31/19, \$14.00 on 12/31/20 and \$15.00 on 12/31/21
North Carolina	\$7.25	\$7.25	
North Dakota	\$7.25	\$7.25	
Ohio	\$8.30	\$8.55	Increase thereafter on each January 1st by the rate of inflation. For employees at smaller companies with annual gross receipts of \$314,000 or less per year after 1/1/2019 and for 14- and 15-year-olds, the state minimum wage is \$7.25 per hour.
Oklahoma	\$7.25	\$7.25	

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Oregon	\$10.75	\$11.25	<i>Effective 7/1/2019</i> , followed by an increase to \$12.00 in 2020, \$12.75 in 2021 and \$13.50 in 2022. Beginning in 2023, adjusted annually based on the increase, if any, to the US City average CPI for All Urban Consumers
City- Portland	\$12.00	\$12.50	<i>Effective 7/1/2019</i> , followed by an increase to \$13.25 in 2020, \$14.00 in 2021 and \$14.75 in 2022. Beginning in 2023 the wage will be \$1.25/hour over the standard minimum wage
County- Non-Urban Counties	\$10.75	\$11.00	<i>Effective 7/1/2019</i> , followed by an increase to \$11.50 in 2020, \$12.00 in 2021 and \$12.50 in 2022. Beginning in 2023 the wage will be \$1.00/hour less than the standard minimum wage
Pennsylvania	\$7.25	\$7.25	Employees who work for the Commonwealth and pursuant to contracts with the Commonwealth are paid \$12 with a \$0.50 raise each July 1 st until the minimum wage reaches \$15 in 2024
Puerto Rico	\$6.55	\$6.55	
Rhode Island	\$10.10	\$10.50	
South Carolina	\$7.25	\$7.25	
South Dakota	\$8.65	\$9.10	Adjusted annually by any increase in the cost of living, as measured in the CPI
Tennessee	\$7.25	\$7.25	
Texas	\$7.25	\$7.25	
Utah	\$7.25	\$7.25	
Vermont	\$10.50	\$10.78	Thereafter, will increase by the smaller of 5% or the percentage increase of the CPI, CPI-U, U.S. city average, not seasonally adjusted, or successor index for the 12 months preceding the previous September 1
Virginia	\$7.25	\$7.25	
Washington	\$11.50	\$12.00	Increase to \$13.50 in 2020 and, beginning in 2021, adjusted by a cost of living increase
City- Seattle (501 or more employees)	\$15.00/ \$15.45	\$16.00	
City-Seattle (1-500 employees)	\$11.50/ \$14.00	\$15.00	Beginning in 2019 smaller employers can meet the \$15.00/hour requirement by paying \$12.00/hour plus \$3.00/hour towards medical benefits
City- Tacoma	\$12.00	\$12.35	
West Virginia	\$8.75	\$8.75	
Wisconsin	\$7.25	\$7.25	
Wyoming	\$7.25	\$7.25	