

State Updates

ALL STATES

2019 Minimum Wage Check-Up

With various cities and counties having enacted local minimum wages and 2 states (New Jersey, Oregon) and Washington DC increasing their own minimum wages on July 1st, employers should take time to verify that they are meeting the minimum wage requirements of their state/city/county and prepare for any increases.

The below chart sets forth the minimum wage that will be effective July 1, 2019.

Federal Minimum Wage		\$7.25
State	City/County	Amount?
Alabama		\$7.25
Alaska		\$9.89
Arizona		
all cities/counties except		\$11.00
...		
	Flagstaff	\$12.00
Arkansas		\$9.25
California		
all cities/counties except	small employer (25 or less)	\$11.00
...		
	large employer (26 or more)	\$12.00
	Alameda	\$13.50
	Belmont	\$13.50
	Berkeley	\$15.59
	Cupertino	\$15.00
	Daly City	\$12.00
	El Cerrito	\$15.00
	Emeryville	\$16.30
	Freemont	small employer (25 or less) \$11.00
		large employer (26 or more) \$13.50
	Los Altos	\$15.00
	Los Angeles	small employer (25 or less) \$13.25
		large employer (26 or more) \$14.25
	Malibu	small employer (25 or less) \$13.25
		large employer (26 or more) \$14.25

Milpitas		\$15.00
Mountain View		\$15.65
Oakland		\$13.80
Palo Alto		\$15.00
Pasadena	small employer (25 or less)	\$13.25
	large employer (26 or more)	\$14.25
Redwood City		\$13.50
Richmond	employer PAYS \$1.50/hr towards medical benefits	\$13.50
	employer DOESN'T pay \$1.50/hr towards medical benefits	\$15.00
San Diego		\$12.00
San Francisco		\$15.59
San Jose		\$15.00
San Leandro		\$14.00
San Mateo	For-profit organizations	\$15.00
	Non-profit organizations	\$13.50
Santa Clara		\$15.00
Santa Monica	small employer (25 or less)	\$13.25
	large employer (26 or more)	\$14.25
	All hotels	\$16.63
Sunnyvale		\$15.65
Los Angeles County	small employer (25 or less)	\$13.25
unincorporated areas	large employer (26 or more)	\$14.25
Colorado		\$11.10
Connecticut		
NOTE: Increases to \$11.00 per hour on October 1, 2019		\$10.10
Delaware		
NOTE: Increases to \$9.25 per hour on October 1, 2019		\$8.75

Florida			\$8.46
Georgia			\$7.25
Hawaii			\$10.10
Idaho			\$7.25
Illinois			
all cities/counties except			\$8.25
...			
	Chicago		\$13.00
	Cook County	(except for municipalities who have opted out)	\$13.00
Indiana			\$7.25
Iowa			\$7.25
Kansas			\$7.25
Kentucky			\$7.25
Louisiana			\$7.25
Maine			
all cities/counties except			\$11.00
...			
	Portland		\$11.11
Maryland			
all cities/counties except			\$10.10
...			
	Montgomery County	small employer (9 or less)	\$12.50
		medium employer (10-50)	\$12.50
		large employer (51 or more)	\$13.00
	Prince George's County		\$11.50
Massachusetts			\$12.00
Michigan			\$9.45
Minnesota		"small employers" (annual sales volume of less than \$500,000)	\$8.04
all cities/counties except			
...			
	"large employers" (annual sales volume of \$500,000+)		\$9.86
	Minneapolis	small employer (100 or less)	\$11.00
		large employer (101 or more)	\$12.25
Mississippi			\$7.25

Missouri		\$8.60
Montana		\$8.50
Nebraska		\$9.00
Nevada		\$8.25
New Hampshire		\$7.25
New Jersey		\$10.00
New Mexico		
all cities/counties except		\$7.50
...		
	Albuquerque	employer provides benefits \$8.20
		employer does NOT provide benefits \$9.20
	Las Cruces	\$10.10
	Santa Fe	\$11.80
	Bernalillo County	employer provides benefits \$8.05
	unincorporated areas	employer does NOT provide benefits \$9.05
Santa Fe County (unincorporated areas)		\$11.80
New York		
		“Upstate” employers (excluding fast food employees) \$11.10
		“Downstate” employers (excluding fast food employees) \$12.00
		“Small” NYC employers (excluding fast food employees) \$13.50
		“Large” NYC employers (excluding fast food employees) \$15.00
		Fast food employees outside NYC \$12.75
		Fast food employees inside NYC \$15.00
North Carolina		\$7.25
North Dakota		\$7.25
Ohio		\$8.55
Oklahoma		\$7.25
Oregon		\$11.25

all cities/counties except			
...			
Portland	\$12.50		
	(Baker, Coos, Crook, Curry, Douglas, Gilliam,		
Nonurban Counties	Grant, Harney, Jefferson, Klmath, Lake,	\$11.00	
	Malheur, Morrow, Sherman, Umatilla, Union,		
	Wallowa Wheeler counties)		
Pennsylvania			\$7.25
Rhode Island			\$10.50
South Carolina			\$7.25
South Dakota			\$9.10
Tennessee			\$7.25
Texas			\$7.25
Utah			\$7.25
Vermont			\$10.78
Virginia			\$7.25
Washington			
all cities/counties except			\$12.00
...			
	City of SeaTac	hospitality and transportation workers	\$16.09
	Seattle	small employer who does not pay towards medical benefits (500 or less)	\$15.00
		small employer who does pay towards medical benefits (500 or less)	\$12.00
		large employer (501 or more)	\$16.00
	Tacoma		\$12.35
Washington DC			\$14.00
West Virginia			\$8.75
Wisconsin			\$7.25
Wyoming			\$7.25

Caveat: Please be advised that this information is being provided as a courtesy and that ePlace Solutions, Inc. does not track local laws and ordinances and will not update this information with changes in local laws and ordinances.

[New Laws Effective July 1, 2019](#)