

## 2019 – 2020 Minimum Wage Guide

To assist with your planning, the following chart indicates the minimum wage by each State.

Note: The New York effective date for minimum wage changes is December 31, 2019.

State	2019 Minimum Wage	2020 Minimum Wage
Alabama	\$7.25 (Federal, no state minimum)	\$7.25 (Federal, no state minimum)
Alaska	\$9.89	\$10.19
Arizona	\$11.00	\$12.00
Arkansas	\$9.25	\$10.00
California	\$12.00*	\$13.00*
Colorado	\$11.10	\$12.00
Connecticut	\$11.00	\$11.00 (\$12.00 effective 9/1/20)
Delaware	\$9.25	\$9.25
Washington D.C.	\$14.00	\$14.00 (\$15.00 effective 7/1/20)
Florida	\$8.46	\$8.56
Georgia	\$5.15 (Employers subject to Fair Labor Standards Act must pay the \$7.25 Federal minimum wage.)	\$5.15 (Employers subject to the Fair Labor Standards Act must pay the \$7.25 Federal minimum wage)
Hawaii	\$10.10	\$10.10
Idaho	\$7.25	\$7.25
Illinois	\$8.25	\$9.25
Indiana	\$7.25	\$7.25
Iowa	\$7.25	\$7.25
Kansas	\$7.25	\$7.25
Kentucky	\$7.25	\$7.25

Louisiana	\$7.25 (Federal, no state minimum)	\$7.25 (Federal, no state minimum)
Maine	\$11.00	\$12.00
Maryland	\$10.10	\$11.00
Massachusetts	\$12.00	\$12.75
Michigan	\$9.45	\$9.65
Minnesota	\$9.86**	\$10.00**
Mississippi	\$7.25 (Federal, no state minimum)	\$7.25 (Federal, no state minimum)
Missouri	\$8.60	\$9.45
Montana	\$8.50	\$8.65
Nebraska	\$9.00	\$9.00
Nevada	\$7.25***	\$7.25***
New Hampshire	\$7.25 (Federal, no state minimum)	\$7.25 (Federal, no state minimum)
New Jersey	\$10.00	\$11.00
New Mexico	\$7.50	\$9.00
New York	\$11.10	\$11.80**** (effective 12/31/19 statewide)
North Carolina	\$7.25	\$7.25
North Dakota	\$7.25	\$7.25
Ohio	\$8.55	\$8.70
Oklahoma	\$7.25	\$7.25
Oregon	\$11.25****	\$11.25****
Pennsylvania	\$7.25	\$7.25
Rhode Island	\$10.50	\$10.50
South Carolina	\$7.25 (Federal, no state	\$7.25 (Federal, no state

	minimum)	minimum)
South Dakota	\$9.10	\$9.30
Tennessee	\$7.25 (Federal, no state minimum)	\$7.25 (Federal, no state minimum)
Texas	\$7.25	\$7.25
Utah	\$7.25	\$7.25
Vermont	\$10.78	\$10.96
Virginia	\$7.25	\$7.25
Washington	\$12.00	\$13.50
West Virginia	\$8.75	\$8.75
Wisconsin	\$7.25	\$7.25
Wyoming	\$5.15 (Employers subject to Fair Labor Standards Act must pay the Federal minimum wage.)	\$5.15 (Employers subject to the Fair Labor Standards Act must pay the \$7.25 Federal minimum wage)

\*\$13.00 rate is for California employers with 26 or more employees. Employers in California with 25 or less employees have a minimum wage of \$12.00 per hour.

\*\*\$10.00 rate is for large employers. Small employers have a minimum wage of \$8.15 per hour.

\*\*\*\$7.25 rate is for Nevada employees who are offered health insurance. \$8.25 rate is for Nevada employees who are not offered health insurance. On July 1, 2020, minimum wage for employees with health insurance will increase to \$9.00. The minimum wage for employees without health insurance will increase to \$8.00.

\*\*\*\*Statewide minimum wages apply in areas that are not governed by a higher, local minimum wage ordinance. New York City and Portland Metro are examples of areas which have local minimum wage rates that exceed the statewide minimum.

**IMPORTANT:** Accu Data will not make any changes to your employees' payroll, including rate changes without your express instructions to do so. Accu Data is not a legal, tax, benefit, accounting or investment advisor. All communication from Accu Data should be confirmed by your company's legal, tax, benefit, accounting or investment advisor before making any decisions.