



Minimum Wage Rates By State Effective as of 1/1/20 (unless noted)

Note: New Rates are Shown in Bold

<u>State</u>	<u>Rate</u>	<u>State</u>	<u>Rate</u>
Alabama	No State-Mandated Minimum Wage	Montana	\$8.65
Alaska	\$10.19	Nebraska	\$9.00
Arizona	\$12.00	Nevada	\$9 (eff. 7/1/20) (no insurance offered)
Arkansas	\$10.00	New Hampshire	\$7.25
California	\$12 Sm Employer / \$13 Lg Emp	New Jersey	\$11 except employers w/less than 6 EEs & Seasonal \$10.30
Colorado	\$12.00	New Mexico	\$9.00
Connecticut	\$11.00	New York	\$11.80 (except NYC \$15, LI & Westchester \$13)
Delaware	\$9.25	North Carolina	\$7.25
D.C.	\$15.00 (eff. 7/1/20)	North Dakota	\$7.25
Florida	\$8.56	Ohio	\$7.25 Sm. Employer / \$8.70 Lg Emp
Georgia	\$7.25	Oklahoma	\$7.25 (Exceptions Apply)
Hawaii	\$10.10	Oregon	\$11.25 (Except. Apply)
Idaho	\$7.25	Pennsylvania	\$7.25
Illinois	\$9.25	Puerto Rico	\$7.25 (Exceptions Apply)
Indiana	\$7.25	Rhode Island	\$10.50
Iowa	\$7.25	South Carolina	No State-Mandated Minimum Wage
Kansas	\$7.25	South Dakota	\$9.30
Kentucky	\$7.25	Tennessee	No State-Mandated Minimum Wage
Louisiana	No State-Mandated Minimum Wage	Texas	\$7.25
Maine	\$12.00	Utah	\$7.25
Maryland	\$11.00	Vermont	\$10.96
Massachusetts	\$12.75	Virginia	\$7.25
Michigan	\$9.65	Washington	\$13.50
Minnesota	\$8.15 Sm Employer / \$10 Lg Emp	West Virginia	\$8.75
Mississippi	No State-Mandated Minimum Wage	Wisconsin	\$7.25
Missouri	\$9.45	Wyoming	\$7.25

Federal Minimum Wage \$7.25 - Exceptions Apply

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