



State Minimum Wages | 2018 Minimum Wage by State

1/2/2018

The [table below](#) reflects current state minimum wages in effect as of Jan. 1, 2018, as well as future enacted

Summary

2018 Highlights

- Eighteen states began the new year with higher minimum wages. Eight states (Alaska, Florida, Minnesota, Missouri, Montana, New Jersey, Ohio, and South Dakota) automatically increased their rates based on the cost of living, while eleven states (Arizona, California, Colorado, Hawaii, Maine, Michigan, New York, Rhode Island, Vermont and Washington) increased their rates due to previously approved legislation or ballot initiatives.
- Massachusetts enacted a measure ([HB 4640](#)) to increase the state minimum wage to \$15.00 over time. The tipped wage would rise to \$6.75 from \$3.75 over the same time period.

2017 Highlights

- Nineteen states began 2017 with higher minimum wages. Seven states (Alaska, Florida, Missouri, Minnesota, New Jersey, Ohio and South Dakota) automatically increased their rates based on the cost of living, five states (Arkansas, Colorado, Maine and Washington) increased their rates through ballot initiatives approved by voters, and seven states (California, Connecticut, Hawaii, Massachusetts, Michigan, New York and Oregon) increased their rates as a result of legislation passed in prior sessions. Washington D.C., Maryland and Oregon raised their respective minimum wages on July 1, 2017 due to previously enacted legislation.
- Rhode Island was the only state to [enact](#) a minimum wage increase during 2017 legislative session.

2016 Highlights

- Voters in Arizona, Colorado, Maine, and Washington approved November ballot measures to raise their minimum wages. Arizona, Colorado, and Maine will incrementally increase their minimum wages to \$15 per hour by 2020. Washington's will be increased incrementally to \$13.50 an hour by 2020.
- New York became the second state to pass a new law that would raise the minimum wage in New York to \$15 per hour by the end of 2018. Washington D.C. followed suit, enacting a law to raise the minimum wage in the District to \$15 per hour by July 1, 2020.
- On April 4, California Governor Jerry Brown signed Senate Bill 3 into law. The new law increases the minimum wage to \$15 per hour by Jan. 1, 2022, for employers with 26 or more employees. For employers with 25 or fewer employees the minimum wage will reach \$15 per hour by Jan. 1, 2023. Increases may be paused by the legislature if certain economic or budgetary conditions exist. Beginning the first Jan. 1 after the minimum wage is reached for larger employers, the minimum wage is indexed annually for inflation for smaller employers, the minimum wage is indexed annually for inflation.
- On March 23, Governor Kenneth Mapp of the Virgin Islands signed Act 7856, establishing an \$8.35 minimum wage with scheduled annual increases on June 1, 2017 and 2018 until the rate reaches \$10.50.
- On March 2, Oregon Governor Kate Brown signed SB 1532 into law. It establishes a series of annual minimum wage increases from July 1, 2016 through July 1, 2022. Beginning July 1, 2023, the minimum wage will be indexed to inflation based on the Consumer Price Index.

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cost of living.

- Of the 11 states that currently tie increases to the cost of living, eight did not increase their minimum wage in 2016. Colorado provided for an 8-cent increase and South Dakota granted a 5-cent increase per hour. Nevada and Arizona are required to take effect in July.
- Maryland, Minnesota and D.C. have additional increases scheduled for 2016. Nevada will announce whether or not there will be a cost of living increase to their indexed minimum wage.

2015 Highlights

- The Rhode Island legislature enacted an increase, taking the state minimum wage to \$9.60 effective July 1, 2015 ([HB 5074](#) / [S194](#)).
- The increases D.C. and Maryland passed during the 2014 session take effect July 1, 2015. D.C.'s new \$10.50 an hour makes it the first jurisdiction to cross the \$10 threshold among the states. Maryland's wage rose to \$8.25 on July 1.
- Delaware also passed an increase in 2014, which took effect June 1, 2015, increasing the state's minimum wage to \$8.25 an hour.

2014 highlights

- Lawmakers in [Connecticut](#), [Delaware](#), [Hawaii](#), [Maryland](#), [Massachusetts](#), [Michigan](#), [Minnesota](#), [Rhode Island](#), [Vermont](#), [West Virginia](#) and [D.C.](#) enacted increases during the 2014 session.
- Voters in Alaska, Arkansas, Nebraska and South Dakota approved minimum wage increases through [ballot measures](#).

Currently, 29 states and D.C. have minimum wages above the [federal minimum wage](#) of \$7.25 per hour.

Five states have not adopted a state minimum wage: Alabama, Louisiana, Mississippi, South Carolina and New Hampshire repealed their state minimum wage in 2011 but adopted the federal minimum wage by reference.

State Legislation

- [Minimum wage legislation database](#) (2014/2015/2016)
- [LegisBrief](#) (February 2014)

STATE MINIMUM WAGE LEGISLATION

State	Minimum Wage	Future Enacted Increases	Indexed Annual Adjustments
Alabama	none		
Alaska	\$9.84		Indexed annual increase beginning Jan. 1, 2017. (2014 base)
American Samoa	varies ¹		
Arizona	\$10.50	\$11.00 eff. 1-1-19	Rate increased annually based on cost of living beginning Jan. 1, 2015.

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State	Minimum Wage	Future Enacted Increases	Indexed Auton Annual Adjustm
Arkansas	\$8.50		
California ²	\$11.00	\$12.00 eff. 1-1-19 \$13.00 eff. 1-1-20 \$14.00 eff. 1-1-21 \$15.00 eff. 1-1-22	Indexed annual increas CPI begin Jan. 1
Colorado	\$10.20	\$11.10 eff. 1-1-19 \$12.00 eff. 1-1-20	Rate increased annually of living beginning Jan. ballot measu
Connecticut	\$10.10 ³		
Delaware	\$8.25		
D.C.	\$13.25	\$14.00 eff. 7-1-19 \$15.00 eff. 7-1-20	Indexed annual increas CPI begin July 1
Florida	\$8.25		Annual increase based (Constitutional amend
Georgia	\$5.15		
Guam	\$8.25		
Hawaii	\$10.10		
Idaho	\$7.25		
Illinois	\$8.25		
Indiana	\$7.25		
Iowa	\$7.25		
Kansas	\$7.25		

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State	Minimum Wage	Future Enacted Increases	Indexed Annual Adjustments
Louisiana	none		
Maine	\$10.00 ⁴	\$11.00 eff. 1-1-19 \$12.00 eff. 1-1-20	Indexed annual increases CPI begin Jan 1,
Maryland	\$10.10		
Massachusetts	\$11.00 ⁵	\$12.00 eff. 1-1-19 \$12.75 eff. 1-1-20 \$13.50 eff. 1-1-21 \$14.25 eff. 1-1-22 \$15.00 eff. 1-1-23	
Michigan	\$9.25		Annual increases take effect 2019, linked to the CPI. If exceed 3.5%. (2014 L
Minnesota	\$9.65/\$7.87 ⁶		Indexed annual increases Jan. 1, 2018 (2014 legislati
Mississippi	none		
Missouri	\$7.85 ⁷		Minimum wage increased by cost of living starting (2006 ballot mea
Montana	\$8.30/\$4.00 ⁸		Increases done annually CPI and effective Jan. 1 c year. (2006 ballot n
Nebraska	\$9.00		
Nevada	\$8.25/\$7.25 ⁹		Increases subject to minimum wage and cor

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State	Minimum Wage	Future Enacted Increases	Indexed Auton Annual Adjustm
New Hampshire	repealed by HB 133 (2011)		
New Jersey	\$8.60		Indexed annual increases: CPI, effective Jan. (Constitutional Amend
New Mexico	\$7.50		
New York	\$10.40 ¹⁰	\$11.10 eff. 12-31-18 \$11.80 eff. 12-31-19 \$12.50 eff. 12-31-20 After 12-31-20, the rate is adjusted annually for inflation until it reaches \$15.00	
North Carolina	\$7.25		
North Dakota	\$7.25		
Ohio	\$8.30/\$7.25 ¹¹		Indexed annual increases: CPI. (Constitutional ame
Oklahoma	\$7.25/\$2.00 ¹²		
Oregon	\$10.75 ¹³	\$11.25 eff. 7-1-19 \$12.00 eff. 7-1-20 \$12.75 eff. 7-1-21 \$13.50 eff. 7-1-22	Indexed annual increases: CPI are effective July 1 (legislation)
Pennsylvania	\$7.25		
Puerto Rico	\$7.25/\$5.08 ¹⁴		

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State	Minimum Wage	Future Enacted Increases	Indexed Annual Adjustments
South Carolina	none		
South Dakota	\$8.85		Annual indexed increase Jan. 1, 2016. (2014 ballot measure)
Tennessee	none		
Texas	\$7.25		
Utah	\$7.25		
Vermont	\$10.50		Beginning Jan. 1, 2019, rate increased annually by 5% or whichever is smaller decrease. Note: Vermont indexing in 2007 but enacted increases in 2014 (2014 legislative session)
Virgin Islands	\$10.50		
Virginia	\$7.25		
Washington	\$11.50	\$12.00 eff. 1-1-2019 \$13.50 eff. 1-1-2020	Annual indexed increases 2020. (ballot measure)
West Virginia	\$8.75		
Wisconsin	\$7.25		
Wyoming	\$5.15		

Sources: U.S. Dept. of Labor, <http://www.dol.gov/esa/minwage/america.htm>; and state web sites.

Notes

¹ **American Samoa:** The Fair Minimum Wage Act of 2007 (Public Law 110-28) sets minimum wage rates v

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employee's particular occupation. The rates are minimum rates; an employer may choose to pay an employee higher than the rate(s) for its industry.

² **California:** The minimum wage scheduled increases are delayed by one year for employers with 25 or fewer employees. The rate increases to \$10.50 per hour effective 1/1/2018 and is increased by \$1.00 increment until it reaches \$15.00 effective 1/1/2023

³ **Connecticut:** The Connecticut minimum wage rate automatically increases to 1/2 of 1 percent above the Fair Labor Standards Act if the Federal minimum wage rate equals or becomes higher than the State minimum.

⁴ The **Maine** minimum wage is automatically replaced with the Federal minimum wage rate if it is higher than the minimum.

⁵ The **Massachusetts** minimum wage rate automatically increases to 10 cents above the rate set in the Fair Labor Standards Act if the Federal minimum wage equals or becomes higher than the State minimum.

⁶ **Minnesota:** With the passage of H.B. 2091 (2014), the annual sales volume threshold was reduced to \$500,000 for large employers, with an annual sales volume of \$500,000 or more, the minimum wage is currently \$9.50; for small employers, those with an annual sales volume of less than \$500,000, the minimum wage is \$7.75.

⁷ **Missouri** - In addition to the exemption for federally covered employment, the law exempts, among others, a retail or service business with gross annual sales or business done of less than \$500,000.

⁸ **Montana:** the \$4.00 rate applies to businesses with gross annual sales of \$110,000 or less; \$8.15 applies to all other businesses.

⁹ **Nevada:** \$8.25 without health benefits; \$7.25 with health benefits.

¹⁰ **New York:** The new minimum wage varies across the state based on geographical location and, in New York City, employer size.

NEW YORK MINIMUM WAGE

Year	NYC Large Employers (11 or more employees)	NYC Small Employers (10 or fewer employees)	Ny Downstate (Nassau, Suffolk, and Westchester)
12/31/2017	\$13.00	\$12.00	\$11.00
12/31/2018	\$15.00	\$13.50	\$12.00
12/31/2019	--	\$15.00	\$13.00
12/31/2020	--	--	\$14.00
12/31/2021	--	--	\$15.00

¹¹ **Ohio:** \$7.25 for employers grossing \$299,000 or less

¹² **Oklahoma:** Employers of ten or more full time employees at any one location and employers with annual gross sales over \$100,000 irrespective of number of full time employees are subject to federal minimum wage; all other employers are subject to state minimum wage of \$2.00 (OK ST T. 40 § 197.5).

¹³ **Oregon:** In addition to the new standard minimum wage rate, SB 1532 sets out a higher rate for employers in the urban growth boundary, and a lower rate for employers located in nonurban counties. Their respective minimum wages are below

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Year	Portland Metro	Nonurban Counties
7/1/2016	\$9.75	\$9.50
7/1/2017	\$11.25	\$10.00
7/1/2018	\$12.00	\$10.50
7/1/2019	\$12.50	\$11.00
7/1/2020	\$13.25	\$11.50
7/1/2021	\$14.00	\$12.00
7/1/2022	\$14.75	\$12.50
7/1/2023	\$1.25 over standard min. wage	\$1 below standard min. wage

¹⁴ **Puerto Rico:** Employers covered by the Federal Fair Labor Standards Act (FLSA) are subject to the Federal minimum wage of \$7.25. Employers not covered by the FLSA will be subject to a minimum wage that is at least 70 percent of the Federal minimum wage or the applicable mandatory decree rate of \$5.08, whichever is higher. The Secretary of Labor and Human Resources may authorize a rate based on a lower percentage for any employer who can show that implementation of the 70 percent rate would substantially curtail employment in that business.

Other Exceptions

- **Missouri, Oklahoma, Texas, Puerto Rico, Utah, and Virginia** exclude from coverage any employment that is subject to the Federal Fair Labor Standards Act.
- **Hawaii, Kansas, and Michigan** exclude from coverage any employment that is subject to the Federal Fair Labor Standards Act, if the State wage is higher than the Federal wage.
- The **Georgia** state minimum wage is \$5.15. Employees covered under the federal Fair Labor Standards Act are subject to the federal minimum wage of \$7.25, but those not covered under the FLSA may be paid the state minimum wage of \$5.15.

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