



## Minimum Wage Laws and Exemptions by State

April 2019

The table below contains the minimum wages and exemptions to minimum wage laws for all fifty states and the District of Columbia. All but eight states have their own laws regarding minimum wage that are equal to or above the federal minimum wage of \$7.25 per hour. In states with no minimum wage or a minimum wage below the federal level, the federal minimum wage is applied for businesses that engage in any form of interstate commerce, making them subject to the federal Fair Labor Standards Act (FLSA). It should also be noted that the federal minimum wage for tipped employees is \$2.13 per hour. However, the combination of the employee's wage and tips must reach the non-tipped federal minimum wage of \$7.25.

	<b>MINIMUM WAGE</b>	<b>FUTURE MINIMUM WAGES</b>	<b>SMALL BUSINESS WAGE</b>	<b>TRAINING WAGE</b>	<b>YOUTH WAGE</b>	<b>INFLATION INDEXING</b>	<b>TIPPED EMPLOYEES</b>
<b>ALABAMA</b> <a href="#">(Read more)</a>	None (\$7.25)	No change	None	None	None	None	None (\$2.13)
<b>ALASKA</b> <a href="#">(Read more)</a>	\$9.89	No change	None	75% of the minimum wage for students, if approved	Under 18: Exempt if working less than 30 hours per week	Adjusted according to CPI	No exemption
<b>ARIZONA</b> <a href="#">(Read more)</a>	\$11.00	\$12.00 as of 1/2020	Exempt if under \$500,000 in sales and not subject to FLSA	None	None	Adjusted to inflation beginning 1/2021	\$8.00 (\$9.00 as of 1/2020)
<b>ARKANSAS</b> <a href="#">(Read more)</a>	\$9.25	\$10.00 as of 1/2020; \$11.00 as of 1/2021	None	85% of the minimum wage for students and learners with proper certification	None	None	\$2.63

<b>CALIFORNIA</b> <a href="#">(Read more)</a>	\$12.00	\$13.00 as of 1/2020; \$14.00 as of 1/2021; \$15.00 as of 1/2022	One year delayed implementation of minimum wage increase for businesses with fewer than 25 employees	85% of the minimum wage during first 160 hours	None	Adjusted to inflation beginning 1/2023	No exemption
<b>COLORADO</b> <a href="#">(Read more)</a>	\$11.10	\$12.00 as of 1/2020	None	None	Under 18: \$7.00	Adjusted to inflation beginning 1/2021	\$8.08 (\$8.98 as of 1/2020)
<b>CONNECTICUT</b> <a href="#">(Read more)</a>	\$10.10	No change	None	85% of the minimum wage for minors during first 200 hours	Under 18: 85% of minimum wage during first 200 hours or in agriculture or government	None	\$6.38
<b>DELAWARE</b> <a href="#">(Read more)</a>	\$8.75	\$9.25 as of 10/2019	None	None	None	None	\$2.23
<b>DISTRICT OF COLUMBIA</b> <a href="#">(Read more)</a>	\$13.25	\$14.00 as of 7/2019; \$15.00 as of 7/2020	None	\$7.25 during first 90 days	Under 18: \$7.25	Adjusted to inflation beginning 7/2021	\$3.89 (\$4.45 as of 7/2019; \$5.00 as of 7/2020)
<b>FLORIDA</b> <a href="#">(Read more)</a>	\$8.46	Increases annually according to inflation	None	None	None	Adjusted according to CPI	\$5.44
<b>GEORGIA</b> <a href="#">(Read more)</a>	\$5.15 (\$7.25)	No change	None	None	None	None	\$2.13
<b>HAWAII</b> <a href="#">(Read more)</a>	\$10.10	No change	Agricultural businesses with fewer than 20 people are exempt	None	None	None	\$9.35
<b>IDAHO</b> <a href="#">(Read more)</a>	\$7.25	No change	None	\$4.25 to employees under 20 years old during first 90 days	None	None	\$3.35

<b>ILLINOIS</b> <a href="#">(Read more)</a>	\$8.25	\$9.25 as of 1/2020; \$10.00 as of 7/2020; \$11.00 as of 1/2021; \$12.00 as of 1/2022; \$13.00 as of 1/2023; \$14.00 as of 1/2024; \$15.00 as of 1/2025	None	\$7.75 during first 90 days	Under 18: \$7.75 (\$8.00 as of 1/2020; \$8.50 as of 1/2021; \$9.25 as of 1/2022; \$10.50 as of 1/2023; \$12.00 as of 1/2024; \$13.00 as of 1/2025)	None	60% of minimum wage (\$4.95 or \$4.65 for training/youth wage)
<b>INDIANA</b> <a href="#">(Read more)</a>	\$7.25	No change	None	\$4.25 to employees under 20 years old during first 90 days	None	None	\$2.13
<b>IOWA</b> <a href="#">(Read more)</a>	\$7.25	No change	Exempt if under \$300,000 in sales and not subject to FLSA	\$6.35 during first 90 days	None	None	\$4.35
<b>KANSAS</b> <a href="#">(Read more)</a>	\$7.25	No change	None	None	None	None	\$2.13
<b>KENTUCKY</b> <a href="#">(Read more)</a>	\$7.25	No change	Exempt if retail, restaurant or hospitality establishment with under \$95,000 in sales	None	None	None	\$2.13
<b>LOUISIANA</b> <a href="#">(Read more)</a>	None (\$7.25)	No change	None	None	None	None	None (\$2.13)
<b>MAINE</b> <a href="#">(Read more)</a>	\$11.00	\$12.00 as of 1/2020	None	None	None	None	50% of minimum wage
<b>MARYLAND</b> <a href="#">(Read more)</a>	\$10.10	No change	None	85% of the minimum wage to employees under 20 years old during first 6 months	None	None	\$3.63
<b>MASSACHUSETTS</b> <a href="#">(Read more)</a>	\$12.00	\$12.75 as of 1/2020; \$13.50 as of 1/2021; \$14.25 as of 1/2022; \$15.00 as of 1/2023	None	None	None	None	\$4.35 (\$4.95 as of 1/2020; \$5.55 as of 1/2021; \$6.15 as of 1/2022; \$6.75 as of 1/2023)

<b>MICHIGAN</b> <a href="#">(Read more)</a>	\$9.45	Increases by ~\$0.25 annually until reaching \$12.05 as of 1/2030	None	\$4.25 to employees 16-19 years old during first 90 days	Ages 16-17: 85% of minimum wage	None	38% of minimum wage
<b>MINNESOTA</b> <a href="#">(Read more)</a>	\$9.86	Increases annually according to inflation	\$8.04	\$8.04	Under 18: \$8.04	Adjusted according to IPD	No exemption
<b>MISSISSIPPI</b> <a href="#">(Read more)</a>	None (\$7.25)	No change	None	None	None	None	None (\$2.13)
<b>MISSOURI</b> <a href="#">(Read more)</a>	\$8.60	\$9.45 as of 1/2020; \$10.30 as of 1/2021; \$11.15 as of 1/2022; \$12.00 as of 1/2023	Exempt if under \$500,000 in sales and not subject to FLSA	None	None	Adjusted to inflation beginning 1/2023	50% of minimum wage
<b>MONTANA</b> <a href="#">(Read more)</a>	\$8.50	Increases annually according to inflation	\$4.00 if under \$110,000 in sales and not subject to FLSA	None	None	Adjusted according to CPI	No exemption
<b>NEBRASKA</b> <a href="#">(Read more)</a>	\$9.00	No change	None	75% of the minimum wage to employees under 20 years old during first 90 days (can be extended 90 additional days if approved)	None	None	\$2.13
<b>NEVADA</b> <a href="#">(Read more)</a>	\$8.25/\$7.25 (higher wage applies if employer does not offer health insurance)	Increases annually according to inflation	None	None	None	Adjusted according to CPI	No exemption
<b>NEW HAMPSHIRE</b> <a href="#">(Read more)</a>	\$7.25	No change	None	None	None	None	45% of federal minimum wage

<b>NEW JERSEY</b> <a href="#">(Read more)</a>	\$8.85	\$10.00 as of 7/2019; \$11.00 as of 1/2020; \$12.00 as of 1/2021; \$13.00 as of 1/2022; \$14.00 as of 1/2023; \$15.00 as of 1/2024	If fewer than 6 employees, \$10.30 as of 1/2020; \$11.10 as of 1/2021; \$11.90 as of 1/2022; \$12.70 as of 1/2023; \$13.50 as of 1/2024; \$14.30 as of 1/2025; \$15.00 as of 1/2026	None	None	Adjusted to inflation beginning 1/2025	\$6.72 (\$7.37 as of 7/2019; \$7.87 as of 1/2020; \$8.87 as of 1/2023; \$9.87 as of 1/2024)
<b>NEW MEXICO</b> <a href="#">(Read more)</a>	\$7.50	No change	None	None	None	None	\$2.13
<b>NEW YORK</b> <a href="#">(Read more)</a>	\$15.00/\$12.00 /\$11.10 for NYC, counties immediately outside NYC, and rest of state, respectively	\$15.00/\$13.00/\$11.80 as of 1/2020; \$15.00/\$14.00/\$12.50 as of 1/2021; \$15.00/\$15.00/\$ TBD as of 1/2022	\$13.50 for businesses in New York City with 10 or fewer employees (\$15.00 as of 1/2020)	None	None	None	\$10.00/\$8.00/\$7.50 (\$10.00/\$8.70/\$7.85 as of 1/2020; \$10.00/\$9.35/\$8.35 as of 1/2021; \$10.00/\$10.00/TBD as of 1/2022)
<b>NORTH CAROLINA</b> <a href="#">(Read more)</a>	\$7.25	No change	None	None	None	None	\$2.13
<b>NORTH DAKOTA</b> <a href="#">(Read more)</a>	\$7.25	No change	None	None	None	None	\$4.86
<b>OHIO</b> <a href="#">(Read more)</a>	\$8.55	Increases annually according to inflation	\$7.25 if under \$297,000 in sales	None	Under 16: \$7.25	Adjusted according to CPI	50% of minimum wage
<b>OKLAHOMA</b> <a href="#">(Read more)</a>	\$7.25	No change	Exempt if under \$100,000 in sales and fewer than 10 employees and not subject to FLSA	None	None	None	50% of minimum wage

<b>OREGON</b> <a href="#">(Read more)</a>	\$12.00/\$10.75 /\$10.50 depending on county	\$12.50/\$11.25/\$ 11 as of 7/2019; \$13.25/\$12/\$11. 50 as of 7/2020; \$14/\$12.75/\$12 as of 7/2021; \$14.75/\$13.50/\$ 12.50 as of 7/2022	None	None	None	Adjusted to inflation beginning 7/2023	No exemption
<b>PENNSYLVANIA</b> <a href="#">(Read more)</a>	\$7.25	No change	None	\$6.55 for 60 days if employee is under 20 years old	Under 20: \$6.55 for full-time students	None	\$2.83
<b>RHODE ISLAND</b> <a href="#">(Read more)</a>	\$10.50	No change	None	None	Under 19: \$8.10 for full time students working for non-profits; Ages 14-15: \$6.75 if working less than 24 hours per week	None	\$3.89
<b>SOUTH CAROLINA</b> <a href="#">(Read more)</a>	None (\$7.25)	No change	None	None	None	None	None (\$2.13)
<b>SOUTH DAKOTA</b> <a href="#">(Read more)</a>	\$9.10	Increases annually according to inflation	None	\$4.25 for 90 days if employee is under 20 years old	Under 18: \$7.50 (not indexed for inflation)	Adjusted according to CPI	50% of minimum wage
<b>TENNESSEE</b> <a href="#">(Read more)</a>	None (\$7.25)	No change	None	None	None	None	None (\$2.13)
<b>TEXAS</b> <a href="#">(Read more)</a>	\$7.25	No change	None	None	None	None	\$2.13
<b>UTAH</b> <a href="#">(Read more)</a>	\$7.25	No change	None	\$4.25 for 90 days if employee is under 20 years old	None	None	\$2.13
<b>VERMONT</b> <a href="#">(Read more)</a>	\$10.78	Increases annually according to inflation	None	None	Full time high school students: \$7.25	Adjusted according to CPI	50% of minimum wage
<b>VIRGINIA</b> <a href="#">(Read more)</a>	\$7.25	No change	None	None	None	None	\$2.13
<b>WASHINGTON</b> <a href="#">(Read more)</a>	\$12.00	\$13.50 as of 1/2020	None	None	Under 16: 85% of minimum wage	Adjusted to inflation beginning 1/2021	No exemption

<b>WEST VIRGINIA</b> <a href="#">(Read more)</a>	\$8.75	No change	Exempt if fewer than 10 employees and not subject to FLSA	\$6.40 for 90 days if employee is under 20 years old	None	None	30% of minimum wage
<b>WISCONSIN</b> <a href="#">(Read more)</a>	\$7.25	No change	None	\$5.90 (\$2.13 if tipped) for 90 days if employee is under 20 years old	None	None	\$2.33
<b>WYOMING</b> <a href="#">(Read more)</a>	\$5.15 (\$7.25)	No change	None	None	None	None	\$2.13