

2019 MINIMUM WAGE CHANGES

The following states and municipalities will raise the minimum wage in 2019.

BY STATE				
STATE	2019 MINIMUM WAGE RATES	MAXIMUM TIP CREDIT	MINIMUM TIPPED WAGE	NOTES & FUTURE SCHEDULED INCREASES
Federal/State minimum	\$7.25	\$5.12	\$2.13	Tipped employees must regularly earn at least \$30 per month in tips.
Federal contractors	\$10.60	\$3.20	\$7.40	
Alaska	\$9.89	Tip credit prohibited. State requires employers to pay tipped employees full state minimum wage before tips.		
Arizona	\$11.00	\$3.00	\$8.00	
Arkansas	\$9.25	\$6.62	\$2.63	Tipped employees must regularly earn at least \$20 per month in tips.
California	\$12.00 with 26 employees or more; \$11.00 with fewer than 26 employees	Tip credit prohibited. State requires employers to pay tipped employees full state minimum wage before tips.		
Colorado	\$11.10	\$3.02	\$8.08	Tipped employees must regularly earn at least \$30 per month in tips.
Connecticut	\$10.10	36.8 percent for hotels and restaurants; 18.5 percent for bartenders	\$6.38 for hotels and restaurants; \$8.23 for bartenders	For hotels and restaurants, full-time tipped employees must earn at least \$10 weekly in tips; part-time employees must earn at least \$2 daily in tips. Tip credit may not be used for pizza delivery drivers.
Delaware	\$8.75	\$6.52	\$2.23	Tipped employees must regularly earn at least \$30 per month in tips. Increasing to \$9.25 – 10/1/19
D.C.	\$13.25	\$9.36	\$3.89	Increasing to \$14.00 – 7/1/19

BY STATE				
STATE	2019 MINIMUM WAGE RATES	MAXIMUM TIP CREDIT	MINIMUM TIPPED WAGE	NOTES & FUTURE SCHEDULED INCREASES
Florida	\$8.46	\$3.02	\$5.44	
Hawaii	\$10.10	\$0.75	\$9.35	Employees must regularly earn at least \$20 per month in tips; combined wage must be at least \$7.00 more than the applicable minimum wage.
Illinois	\$8.25	40 percent	\$4.95	Tipped employees must regularly earn at least \$20 per month in tips.
Maine	\$11.00	\$5.50	\$5.50	Tipped employees must regularly earn at least \$30 per month in tips.
Maryland	\$10.10	\$6.47	\$3.63	Employees must regularly receive at least \$30 per month in tips.
Massachusetts	\$12.00	\$7.65	\$4.35	Employees must receive at least \$20 per month in tips.
Michigan	TBD, effective April 1	TBD, effective April 1	TBD, effective April 1	Linked to the CPI.
Minnesota	\$9.86 large employers; \$8.04 small employers	State requires employers to pay tipped employees full state minimum wage before tips.		Separate rates for large employers (annual gross revenue of \$500,000 or more) and small employers (annual gross revenue of less than \$500,000).
Missouri	\$8.60	50 percent	\$4.30	Adjusted annually on January 1.
Montana	\$8.50	State requires employers to pay tipped employees full state minimum wage before tips.		Adjusted annually on January 1.
Nevada	\$8.25 without health benefits; \$7.25 with health benefits	State requires employers to pay tipped employees full state minimum wage before tips.		Adjusted for inflation - July 1, 2019
New Jersey	\$8.85	\$6.72	\$2.13	
New Mexico	\$7.50	\$5.37	\$2.13	Employees must regularly earn at least \$30 per month in tips.

BY STATE				
STATE	2019 MINIMUM WAGE RATES	MAXIMUM TIP CREDIT	MINIMUM TIPPED WAGE	NOTES & FUTURE SCHEDULED INCREASES
New York	\$11.10	\$3.60	\$7.50	Increasing to: \$11.80 - 12/31/19
New York City fast food employees in fast food establishments	\$15.00	**	**	
New York City	\$15.00 for NYC large employers	**	**	For workers in New York City employed by large businesses (those with at least 11 employees)
	\$13.50 for NYC small employers	**	**	For workers in New York City employed by small businesses (those with 10 employees or fewer). Increasing to: \$15.00 - 12/31/19
Nassau, Suffolk and Westchester Counties	\$12.00 for Nassau, Suffolk, and Westchester Counties	**	**	For workers in Nassau, Suffolk and Westchester Counties increasing to: \$13.00 - 12/31/19
Greater New York	\$11.10 for Greater New York	**	**	For workers in the rest of the state, known as Greater New York increasing to: \$11.80 - 12/31/19
Fast food employees outside of New York City	\$12.75 for fast food employees outside of New York City	**	**	For fast food employees outside of New York City increasing to: \$13.75 - 12/31/19
Ohio	\$8.55	\$4.25	\$4.30	Under Ohio law, covered tipped employees can be paid not less than half the state minimum wage if their direct wage plus tips equals or exceeds the state minimum wage. Minimum wage is \$8.55 (gross receipts of \$314,000 or more); \$7.25 (gross receipts under \$314,000). Tipped employees must regularly earn at least \$30 per month in tips.

BY STATE				
STATE	2019 MINIMUM WAGE RATES	MAXIMUM TIP CREDIT	MINIMUM TIPPED WAGE	NOTES & FUTURE SCHEDULED INCREASES
Oregon An employer's location affects the minimum wage rate.	Portland metro area \$12.00	State requires employers to pay tipped employees full state minimum wage before tips.		Within Portland's urban growth boundary - metro areas including portions of Clackamas, Multnomah, and Washington counties. Increasing to: \$12.50 - 7/1/19
	Urban counties \$10.25	State requires employers to pay tipped employees full state minimum wage before tips.		Urban counties include Benton, Clackamas, Clatsop, Columbia, Deschutes, Hood River, Jackson, Josephine, Lane, Lincoln, Linn, Marion, Multnomah, Polk, Tillamook, Wasco, Washington, Yamhill counties. Increasing to: \$11.25 - 7/1/19
	Rural counties \$10.50	State requires employers to pay tipped employees full state minimum wage before tips.		Rural counties include Baker, Coos, Crook, Curry, Douglas, Gilliam, Grant, Harney, Jefferson, Klamath, Lake, Malheur, Morrow, Sherman, Umatilla, Union, Wallowa, Wheeler counties. Increasing to: \$11.00 - 7/1/19
Rhode Island	\$10.50	\$6.61	\$3.89	
South Dakota	\$9.10	\$4.55	\$4.55	Tipped employees must regularly earn at least \$35 per month in tips.
Vermont	\$10.78	\$5.39	\$5.39	Employees must regularly receive at least \$120 per month in tips.
Washington	\$12.00	State requires employers to pay tipped employees full state minimum wage before tips.		

BY MUNICIPALITY

CITY/COUNTY	2019 MINIMUM WAGE	NOTES & FUTURE SCHEDULED INCREASES
Arizona		
Flagstaff	\$12.00	
California		
Belmont	\$13.50	
Berkeley	\$15.00	
Cupertino	\$15.00	
El Cerrito	\$15.00	
Emeryville	\$15.69 large businesses; \$15.00 small businesses	<p>"Large businesses" includes businesses with 56 or more employees working in Emeryville.</p> <p>"Small businesses" includes businesses with 55 or fewer employees working in Emeryville.</p> <p>Small businesses will match large businesses - July 1, 2019</p>
Long Beach	\$13.00 for businesses with more than 25 employees; \$12.00 for businesses with 25 or fewer employees; \$14.64 for hotel workers	For hotel workers: annual indexing increases 7/1 each year.
Los Altos	\$15.00	
Los Angeles City and County	\$13.25 for businesses with more than 25 employees; \$12.00 for businesses with 25 or fewer employees; \$16.10 for hotel workers	<p>For businesses with more than 25 employees: \$14.25 - 7/1/19</p> <p>For businesses with 25 or fewer employees: \$13.25 - 7/1/19</p> <p>For hotel workers: annual indexing increases 7/1 each year.</p>
Malibu	\$13.25 for businesses with 26 or more employees; \$12.00 for businesses with 25 or fewer employees	<p>For businesses with 26 or more employees: \$14.25 - 7/1/19</p> <p>For businesses with 25 or fewer employees: \$13.25 - 7/1/19</p>
Milpitas	\$13.50	Increasing to: \$15.00 - 7/1/19
Mountain View	\$15.00	Adjusted for inflation - July 1, 2019
Oakland	\$13.23	Adjusted for inflation - July 1, 2019
Palo Alto	\$15.00	
Pasadena	\$13.25 for businesses with 26 or more employees; \$12.00 for businesses with 25 or fewer employees	
Redwood	\$13.50	\$15.00 plus inflation adjustment - January 1, 2020
Richmond	\$15.00	
San Diego	\$12.00	
San Francisco	\$15.00	Adjusted for inflation - July 1, 2019
San Jose	\$15.00	
San Leandro	\$13.00	Increasing to: \$14.00 - 7/1/19
San Mateo	\$15.00; \$13.50 for 501(c)(3) nonprofits	

BY MUNICIPALITY

CITY/COUNTY	2019 MINIMUM WAGE	NOTES & FUTURE SCHEDULED INCREASES
Santa Clara	\$15.00	
Santa Monica	\$13.25 for businesses with 26 or more employees; \$12.00 for businesses with 25 or fewer employees; \$16.10 for hotel workers	For businesses with 26 or more employees: \$14.25 - 7/1/19 For businesses with 25 or fewer employees: \$13.25 - 7/1/19 For hotel workers: annual indexing increases 7/1 each year.
Sunnyvale	\$15.00	Adjusted for inflation - January 1, 2019
Delaware		
New Castle County	\$10.10	
Illinois		
Chicago	\$12.00	Increasing to: \$13.00 - 7/1/19
Cook County	\$11.00	Increasing to \$12.00 - 7/1/19
Maine		
Portland	\$10.90	Adjusted for inflation - July 1, 2019
Maryland		
Montgomery County	\$12.25 for businesses with 51 or more employees; \$12.00 for businesses with 50 or fewer employees	For businesses with 51 or more employees increasing to: \$13.00 - 7/1/19; For businesses with 50 or fewer employees increasing to: \$12.50 - 7/1/19
Prince George's County	\$11.50	
Michigan		
Ypsilanti	\$10.10	
Minnesota		
Minneapolis	\$11.25 for businesses with 101 or more employees; \$10.25 for businesses with 100 or fewer employees	For businesses with 101 or more employees increasing to: \$12.25 - 7/1/19 For businesses with 100 or fewer employees increasing to: \$11.00 - 7/1/19
New Mexico		
Albuquerque	\$9.20	
Bernalillo County	\$9.05	
Las Cruces	\$10.10	
Santa Fe	\$11.40	Adjusted for inflation - March 1, 2019
Santa Fe County	\$11.40	Adjusted for inflation - March 1, 2019
New York		
New York City - fast food employees in fast food establishments	\$15.00	
New York City	\$15.00 for NYC large employers	For workers in New York City employed by large businesses (those with at least 11 employees).
	\$13.50 for NYC small employers	For workers in New York City employed by small businesses (those with 10 employees or fewer) increasing to: \$15.00 - 12/31/19

BY MUNICIPALITY

CITY/COUNTY	2019 MINIMUM WAGE	NOTES & FUTURE SCHEDULED INCREASES
Nassau, Suffolk and Westchester Counties, and Greater New York	\$12.00 for Nassau, Suffolk, and Westchester Counties	For workers in Nassau, Suffolk and Westchester Counties increasing to: \$13.00 - 12/31/19
	\$11.10 for Greater New York	For workers in the rest of the state, known as Greater New York increasing to: \$11.80 - 12/31/19
	\$12.75 for fast food employees outside of New York City	Increasing to \$13.75 – 12/31/19
Oregon		
Portland metro area	\$12.00	Increasing to: \$12.50 - 7/1/19 Within Portland's urban growth boundary (metro area) including portions of Clackamas, Multnomah, and Washington counties.
Urban counties	\$10.75	Increasing to: \$11.25 - 7/1/19 Benton, Clackamas, Clatsop, Columbia, Deschutes, Hood River, Jackson, Josephine, Lane, Lincoln, Linn, Marion, Multnomah, Polk, Tillamook, Wasco, Washington, Yamhill counties. Areas not in Portland's urban growth boundary or one of the listed nonurban counties are considered urban counties.
Rural counties	\$10.50	Increasing to: \$11.00 7/1/19 Rural counties include Baker, Coos, Crook, Curry, Douglas, Gilliam, Grant, Harney, Jefferson, Klamath, Lake, Malheur, Morrow, Sherman, Umatilla, Union, Wallowa, Wheeler counties.
Washington		
Seattle	<u>Schedule 1 (more than 500 employees in U.S.) \$16.00</u> <u>Schedule 2 (500 or fewer employees in U.S. - employer pays towards medical benefits): \$12.00</u> <u>Schedule 2 (500 or fewer employees in U.S. - minimum compensation – employer does not contribute towards medical benefits: \$15.00</u>	Beginning in 2019, all Seattle large employers (more than 500 employees in U.S.) pay the same minimum wage regardless of payments toward an employee's medical benefits.
SeaTac	\$16.09	
Tacoma	\$12.35	

* Employers in states without minimum wage laws, or with minimum wage rates lower than the federal minimum wage, which currently is \$7.25 an hour, must observe the federal minimum wage for all employees covered by the Fair Labor Standards Act.

** Maximum tip credit and minimum tipped wage information is not tracked on this chart for municipalities.