

2019 MINIMUM WAGE CHANGES

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

Updated 6/2019

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	\$11.00 as of 10/1/19	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	\$9.25 as of 10/1/19	\$6.52	\$2.23	Tipped employees must regularly earn at least \$30 per month in tips.
D.C.	\$14.00 as of 7/1/19	\$9.55 as of 7/1/19	\$4.45 as of 7/1/19	Increasing to \$15.00 – 7/1/20

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.
Idaho	\$7.25	\$3.90	\$3.35	Employees must regularly earn more than \$30 per month in tips.
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. Increasing to \$12.00 as of 1/1/20.
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	\$9.45	\$5.93	\$3.52	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, 2020

BY STATE				
STATE	2019 MINIMUM WAGE RATES	MAXIMUM TIP CREDIT	MINIMUM TIPPED WAGE	NOTES & FUTURE SCHEDULED INCREASES
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.
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

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STATE	2019 MINIMUM WAGE RATES	MAXIMUM TIP CREDIT	MINIMUM TIPPED WAGE	NOTES & FUTURE SCHEDULED INCREASES
Ohio	\$8.55	\$4.25	\$4.30	Under OH law, covered tipped employees can be paid not less than half the state min. wage if their direct wage plus tips equals or exceeds the state min. 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.
Oregon An employer's location affects the minimum wage rate.	Portland metro area \$12.50 as of 7/1/19	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.
	Urban counties \$11.25 as of 7/1/19	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.

BY STATE				
STATE	2019 MINIMUM WAGE RATES	MAXIMUM TIP CREDIT	MINIMUM TIPPED WAGE	NOTES & FUTURE SCHEDULED INCREASES
	Rural counties \$11.00 as of 7/1/19	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.
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	An employee of a hotel, motel, tourist place, or restaurant must customarily and regularly receive more than \$120.00 per month in tips for direct and personal customer service.
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	\$13.00 as of 1/1/20
California		
Alameda	\$13.50 as of 7/1/19	\$15.00 as of 7/1/20
Belmont	\$13.50	
Berkeley	\$15.00	
Cupertino	\$15.00	
El Cerrito	\$15.00	
Emeryville	\$16.00 as of 7/1/19	\$16.42 as of 7/1/20
Long Beach	\$13.00 for businesses with more than 25 employees; \$12.00 for businesses with 25 or fewer employees; \$14.97 for hotel workers as of 7/1/19	For hotel workers: annual indexing increases 7/1 each year.
Los Altos	\$15.00	
Los Angeles City and County	\$14.25 for businesses with more than 25 employees as of 7/1/19; \$13.25 for businesses with 25 or fewer employees as of 7/1/19; \$16.63 for hotel workers in hotels with 150 or more rooms as of 7/1/19	For businesses with more than 25 employees: \$15.00 - 7/1/20 For businesses with 25 or fewer employees: \$14.25 - 7/1/20 For hotel workers: annual indexing increases 7/1 each year.
Malibu	\$14.25 for businesses with more than 25 employees as of 7/1/19; \$13.25 for businesses with 25 or fewer employees as of 7/1/19	For businesses with more than 25 employees: \$15.00 - 7/1/20 For businesses with 25 or fewer employees: \$14.25 - 7/1/20
Milpitas	\$15.00 as of 7/1/19	
Mountain View	\$15.65	Adjusted for inflation - July 1, 2020
Oakland	\$13.80	Adjusted for inflation - July 1, 2020
Palo Alto	\$15.00	
Pasadena	\$14.25 for businesses with 26 or more employees as of 7/1/19 \$13.25 for businesses with 25 or fewer employees as of 7/1/19	\$15.00 for businesses with 26 or more employees as of 7/1/20 \$14.25 for businesses with 25 or fewer employees as of 7/1/20
Redwood City	\$13.50	\$15.00 plus inflation adjustment - January 1, 2020
Richmond	\$15.00	
Sacramento	\$11.75 for employers with 101 or more employees as of 1/1/19 \$11.75 for employers with 100 or fewer employees as of 7/1/19	\$12.50 for employers with 101 or more employees as of 1/1/20 \$12.50 for employers with 100 or fewer employees as of 7/1/20
San Diego	\$12.00	
San Francisco	\$15.00	Adjusted for inflation - July 1, 2020
San Jose	\$15.00	

BY MUNICIPALITY

CITY/COUNTY	2019 MINIMUM WAGE	NOTES & FUTURE SCHEDULED INCREASES
San Leandro	\$14.00 as of 7/1/19	Increasing to: \$15.00 - 7/1/20
San Mateo	\$15.00; \$13.50 for 501(c)(3) nonprofits	
Santa Clara	\$15.00	
Santa Monica	\$14.25 for businesses with 26 or more employees as of 7/1/19; \$13.25 for businesses with 25 or fewer employees as of 7/1/19 \$16.63 for hotel workers	For businesses with 26 or more employees: \$15.00 - 7/1/20 For businesses with 25 or fewer employees: \$14.25 - 7/1/20 For hotel workers: annual indexing increases 7/1 each year.
Sunnyvale	\$15.65	Adjusted for inflation - January 1, 2020
Delaware		
New Castle County	\$10.10	
Illinois		
Chicago	\$13.00 as of 7/1/19	
Cook County	\$12.00 as of 7/1/19	
Maine		
Portland	\$11.11 as of 7/1/19	Service employees must be paid a minimum of \$5.50 per hour in a cash/direct wage from the employer. In addition, these workers must make sufficient tips in order to earn at least an average of \$11.11 per hour. If a service employee does not make sufficient tips to reach that average of \$11.11 per hour in any given workweek, this shortfall must be made up for by the employer.
Maryland		
Montgomery County	\$13.00 for businesses with 51 or more employees as of 7/1/19 \$12.50 for businesses with 50 or fewer employees as of 7/1/19	\$14.00 for businesses with 51 or more employees as of 7/1/20 \$13.25 for businesses between 11 and 50 employees as of 7/1/20 \$13.00 for businesses with 10 or fewer employees as of 7/1/20
Prince George's County	\$11.50	
Michigan		
Ypsilanti	\$10.10	
Minnesota		
Minneapolis	\$12.25 for businesses with 101 or more employees as of 7/1/19 \$11.00 for businesses with 100 or fewer employees as of 7/1/19	For businesses with 101 or more employees increasing to: \$13.25 - 7/1/20 For businesses with 100 or fewer employees increasing to: \$11.75 - 7/1/20

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CITY/COUNTY	2019 MINIMUM WAGE	NOTES & FUTURE SCHEDULED INCREASES
Saint Paul	\$9.86	\$12.50 for businesses with 10,000 or more employees as of 1/1/20 \$11.50 for businesses with employees between 100 and 9,999 as of 1/1/20 \$10.00 for businesses with employees between 6 and 100 employees as of 1/1/20 \$9.25 for businesses with 5 or fewer employees as of 1/1/20
New Mexico		.
Albuquerque	\$9.20 without benefits \$8.20 with benefits	
Bernalillo County	\$9.05 without benefits \$8.05 with benefits	
Las Cruces	\$10.10	
Santa Fe	\$11.80	
Santa Fe County	\$11.80	
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).
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 \$13.10 on 12/31/2019
	\$11.10 for Greater New York	For workers in the rest of the state, known as Greater New York increasing to \$11.80 on 12/31/2019
	\$12.75 for fast food employees outside of New York City	
Oregon		
Portland and metro area	\$12.50 as of 7/12019	Within Portland's urban growth boundary (metro area) including portions Clackamas, Multnomah, and Washington counties.
Urban counties	\$11.25 as of 7/1/2019	Rural counties include Baker, Coos, Crook, Curry, Douglas, Gilliam, Grant, Harney, Jefferson, Klamath, Lake, Malheur, Morrow, Sherman, Umatilla, Union, Wallowa, Wheeler counties.

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CITY/COUNTY	2019 MINIMUM WAGE	NOTES & FUTURE SCHEDULED INCREASES
Washington		
Seattle	<p>Schedule 1 (more than 500 employees in U.S.) \$16.00</p> <p>Schedule 2 (500 or fewer employees in U.S. – employer pays towards medical benefits): \$12.00</p> <p>Schedule 2 (500 or fewer employees in U.S. – minimum compensation – employer does not contribute towards medical benefits): \$15.00</p>	
Se Tac	\$16.09	
Tacoma	\$12.35	
<p>* Employees 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.</p> <p>** Maximum tip credit and minimum tipped wage information is not tracked on this chart for municipalities.</p>		