

Compliance Alert
January 21st, 2019

Minimum Wages By State, Municipality and County

State	Cities and Counties	Minimum Wage Rate	Upcoming Changes
AL		N/A	N/A
AK		\$9.89	Adjusted for inflation - January 1, 2020, and every January 1 thereafter
AZ		\$11.00	\$12.00 - January 1, 2020 Adjusted for inflation - January 1, 2021, and every January 1 thereafter
	Flagstaff	\$12.00	\$13.00 - January 1, 2020 \$15.00 - January 1, 2021 \$15.50 - January 1, 2022 Adjusted for inflation - January 1, 2023, and every January 1 thereafter
AR		\$9.25	\$10.00 - January 1, 2020 \$11.00 - January 1, 2021
CA - Small Employers (25 or Fewer)		\$11.00	\$12.00 - January 1, 2020 \$13.00 - January 1, 2021 \$14.00 - January 1, 2022 \$15.00 - January 1, 2023 Adjusted for inflation - January 1, 2024, and every January 1 thereafter
CA - Large Employers (26 or More)		\$12.00	\$13.00 - January 1, 2020 \$14.00 - January 1, 2021 \$15.00 - January 1, 2022 Adjusted for inflation - January 1, 2024, and every January 1 thereafter
	Alameda	N/A	\$13.50 - July 1, 2019 \$15.00 - July 1, 2020 Adjusted for inflation - July 1, 2022, and every July 1 thereafter
	Belmont	\$13.50	\$15.00 - January 1, 2020 \$15.90 - January 1, 2021 Adjusted for inflation - January 1, 2022, and every January 1 thereafter
	Berkeley	\$15.00	Adjusted for inflation - July 1, 2019, and every July 1 thereafter
	Cupertino	\$15.00	Adjusted for inflation - January 1, 2020, and every January 1 thereafter
	El Cerrito	\$15.00	Adjusted for inflation - January 1, 2020, and every January 1 thereafter
	Emeryville - Small Employers (55 or Fewer)	\$15.00	Adjusted for inflation - July 1, 2019, and every July 1 thereafter
	Emeryville - Large Employers (56 or More)	\$15.69	Adjusted for inflation - July 1, 2019, and every July 1 thereafter
	Los Altos	\$15.00	Adjusted for inflation - January 1, 2020, and every January 1 thereafter
	Los Angeles - Small Employers (25 or Fewer)	\$12.00	\$13.25 - July 1, 2019 \$14.25 - July 1, 2020 \$15.00 - July 1, 2021 Adjusted for inflation - July 1, 2022, and every July 1 thereafter
	Los Angeles - Large Employers (26 or More)	\$13.25	\$14.25 - July 1, 2019 \$15.00 - July 1, 2020 Adjusted for inflation - July 1, 2022, and every July 1 thereafter
	Los Angeles County - Small Employers (25 or Fewer)	\$12.00	\$13.25 - July 1, 2019 \$14.25 - July 1, 2020 \$15.00 - July 1, 2021 Adjusted for inflation - July 1, 2022, and every July 1 thereafter
	Los Angeles County - Large Employers (26 or More) <i>Applies only to unincorporated areas</i>	\$13.25	\$14.25 - July 1, 2019 \$15.00 - July 1, 2020 Adjusted for inflation - July 1, 2022, and every July 1 thereafter

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	Malibu - Small Employers (25 or Fewer)	\$12.00	\$13.25 - July 1, 2019 \$14.25 - July 1, 2020 \$15.00 - July 1, 2021 Adjusted for inflation - July 1, 2022, and every July 1 thereafter
	Malibu - Large Employers (26 or More)	\$13.25	\$14.25 - July 1, 2019 \$15.00 - July 1, 2020 Adjusted for inflation - July 1, 2022, and every July 1 thereafter
	Milpitas	\$13.50	\$15.00 - July 1, 2019 Adjusted for inflation - July 1, 2020, and every July 1 thereafter
	Mountain View	\$15.65	Adjusted for inflation - January 1, 2020, and every January 1 thereafter
	Oakland	\$13.80	Adjusted for inflation - January 1, 2020, and every January 1 thereafter
	Palo Alto	\$15.00	Adjusted for inflation - January 1, 2020, and every January 1 thereafter
	Pasadena - Small Employers (25 or Fewer) and Nonprofits	\$12.00	N/A
	Pasadena - Large Employers (26 or More)	\$13.25	N/A
	Redwood City	\$13.50	\$15.00 plus inflation adjustment - January 1, 2020 Adjusted for inflation - January 1, 2021, and every January 1 thereafter
	Richmond <i>Minimum wage is \$1.50 less for employers that pay at least \$1.50 per hour per employee to a medical benefits plan.</i>	\$15.00	Adjusted for inflation - January 1, 2020, and every January 1 thereafter
	San Diego	\$12.00	Adjusted for inflation - January 1, 2020, and every January 1 thereafter
	San Francisco	\$15.00	Adjusted for inflation - July 1, 2019, and every July 1 thereafter
	San Jose	\$15.00	Adjusted for inflation - January 1, 2020, and every January 1 thereafter
	San Leandro	\$13.00	\$14.00 - July 1, 2019 \$15.00 - July 1, 2020
	San Mateo - For-profits	\$15.00	Adjusted for inflation - January 1, 2020, and every January 1 thereafter
	San Mateo - Nonprofits	\$13.50	Adjusted for inflation - January 1, 2020, and every January 1 thereafter
	Santa Clara	\$15.00	Adjusted for inflation - January 1, 2020, and every January 1 thereafter
	Santa Monica - Small Employers (25 or Fewer)	\$12.00	\$13.25 - July 1, 2019 \$14.25 - July 1, 2020 \$15.00 - July 1, 2021 Adjusted for inflation - July 1, 2022, and every July 1 thereafter
	Santa Monica - Large Employers (26 or More)	\$13.25	\$14.25 - July 1, 2019 \$15.00 - July 1, 2020 Adjusted for inflation - July 1, 2022, and every July 1 thereafter
	Sunnyvale	\$15.65	Adjusted for inflation - January 1, 2020, and every January 1 thereafter
CO		\$11.10	\$12.00 - January 1, 2020 Adjusted for inflation - January 1, 2021, and every January 1 thereafter
CT		\$10.10	N/A
DE		\$8.75	\$9.25 - October 1, 2019
DC		\$13.25	\$14.00 - July 1, 2019 \$15.00 - July 1, 2020 Adjusted for inflation - July 1, 2021, and every July 1 thereafter
FL		\$8.46	Adjusted for inflation - January 1, 2020, and every January 1 thereafter
GA		\$5.15	N/A
HI		\$10.10	N/A
ID		\$7.25	N/A
IL		\$8.25	N/A

State	Cities and Counties	Minimum Wage Rate	Upcoming Changes
	Chicago	\$12.00	\$13.00 - July 1, 2019 Adjusted for inflation - July 1, 2020, and every July 1 thereafter
	Cook County: <i>Municipalities here with pop. over 25,000 may opt out of county's minimum wage ordinance under "home rule unit" referendum.</i>	\$11.00	\$12.00 - July 1, 2019 \$13.00 - July 1, 2020 Adjusted for inflation - July 1, 2021, and every July 1 thereafter
IN		\$7.25	N/A
IA		\$7.25	N/A
KS		\$7.25	N/A
KY		\$7.25	N/A
LA		N/A	N/A
ME		\$11.00	\$12.00 - January 1, 2020 Adjusted for inflation - January 1, 2021, and every January 1 thereafter
	Portland	\$10.90	Adjusted for inflation - July 1, 2019, and every July 1 thereafter
MD		\$10.10	N/A
	Montgomery County - Small Employers (10 or Fewer)	\$12.00	\$12.50 - July 1, 2019 \$13.00 - July 1, 2020 \$13.50 - July 1, 2021 \$14.00 - July 1, 2022 \$14.50 - July 1, 2023 \$15.00 - July 1, 2024 Adjusted for inflation - July 1, 2025, and every July 1 thereafter
	Montgomery County - Mid-Sized Employers (11 to 50, and certain nonprofits and service providers)	\$12.00	\$12.50 - July 1, 2019 \$13.25 - July 1, 2020 \$14.00 - July 1, 2021 \$14.50 - July 1, 2022 \$15.00 - July 1, 2023 Adjusted for inflation - July 1, 2024, and every July 1 thereafter
	Montgomery County - Large Employers (51 or More)	\$12.25	\$13.00 - July 1, 2019 \$14.00 - July 1, 2020 \$15.00 - July 1, 2021 Adjusted for inflation - July 1, 2022, and every July 1 thereafter
	Prince George's County	\$11.50	N/A
MA		\$12.00	\$12.75 - January 1, 2020 \$13.50 - January 1, 2021 \$14.25 - January 1, 2022 \$15.00 - January 1, 2023
MI		\$9.25	\$9.45 - March 28, 2019 \$9.65 - January 1, 2020 \$9.87 - January 1, 2021 \$10.10 - January 1, 2022 \$10.33 - January 1, 2023 \$10.56 - January 1, 2024 \$10.80 - January 1, 2025 \$11.04 - January 1, 2026 \$11.29 - January 1, 2027 \$11.54 - January 1, 2028 \$11.79 - January 1, 2029 \$12.05 - January 1, 2030
MN		\$9.86 <i>Lower minimum wage rates apply to small businesses.</i>	Adjusted for inflation - January 1, 2020, and every January 1 thereafter

State	Cities and Counties	Minimum Wage Rate	Upcoming Changes
	Minneapolis - Small Employers (100 or Fewer)	\$10.25	\$11.00 - July 1, 2019 \$11.75 - July 1, 2020 \$12.50 - July 1, 2021 \$13.50 - July 1, 2022 \$14.50 - July 1, 2023 Matches the January 1, 2024, rate for Large Employers - July 1, 2024 Adjusted for inflation - January 1, 2025, and every July 1 thereafter
	Minneapolis - Large Employers (101 or More)	\$11.25	\$12.25 - July 1, 2019 \$13.25 - July 1, 2020 \$14.25 - July 1, 2021 \$15.00 - July 1, 2022 Adjusted for inflation (half-rate) - January 1, 2023 Adjusted for inflation - January 1, 2024, and every January 1 thereafter
	St. Paul - Micro Employers (Five or Fewer)	N/A	\$9.25 - July 1, 2020 \$10.00 - July 1, 2021 \$10.75 - July 1, 2022 \$11.50 - July 1, 2023 \$12.25 - July 1, 2024 \$13.25 - July 1, 2025 \$14.25 - July 1, 2026 \$15.00 - July 1, 2027 Matches the January 1, 2028, rate for Macro Employers - July 1, 2028 Adjusted for inflation - January 1, 2029, and every January 1 thereafter
	St. Paul - Small Employers (Six to 100)	N/A	\$10.00 - July 1, 2020 \$11.00 - July 1, 2021 \$12.00 - July 1, 2022 \$13.00 - July 1, 2023 \$14.00 - July 1, 2024 \$15.00 - July 1, 2025 Matches the January 1, 2026, rate for Macro Employers - July 1, 2026
	St. Paul - Large Employers (101 to 10,000)	N/A	\$11.50 - July 1, 2020 \$12.50 - July 1, 2021 \$13.50 - July 1, 2022 \$15.00 - July 1, 2023 Matches the January 1, 2024, rate for Macro Employers - July 1, 2024
	St. Paul - Macro Employers (10,001 or More)	N/A	\$12.50 - January 1, 2020 \$15.00 - July 1, 2022 Adjusted for inflation - January 1, 2023, and every January 1 thereafter
MS		N/A	N/A
MO		\$8.60	\$9.45 - January 1, 2020 \$10.30 - January 1, 2021 \$11.15 - January 1, 2022 \$12.00 - January 1, 2023 Adjusted for inflation - January 1, 2024, and every January 1 thereafter
MT		\$8.50 <i>\$4.00 for bus. w/gross annual sales less than \$100,000</i>	Adjusted for inflation - January 1, 2020, and every January 1 thereafter
NE		\$9.00	N/A
NV		\$8.25 <i>\$.75 for employer who provides qualifying health benefits</i>	Adjusted for inflation - July 1, 2019, and every July 1 thereafter
NH		\$7.25	N/A
NJ		\$8.85	Adjusted for inflation - January 1, 2020, and every January 1 thereafter
NM		\$7.50	N/A
	Albuquerque	\$9.20	Adjusted for inflation - January 1, 2020, and every January 1 thereafter

State	Cities and Counties	Minimum Wage Rate	Upcoming Changes
	Bernalillo County	\$9.05 <i>\$1.00 less for employers who provide healthcare or childcare benefits with annualized cost of at least \$2,500 annually</i>	Adjusted for inflation - January 1, 2020, and every January 1 thereafter
	Las Cruces	\$10.10	Adjusted for inflation - January 1, 2020
	Santa Fe	\$11.40	Adjusted for inflation - March 1, 2019, and every March 1 thereafter
	Santa Fe County	\$11.40	Adjusted for inflation - March 1, 2019, and every March 1 thereafter
NY - Fast Food Employees		\$12.75	\$13.75 - December 31, 2019 \$14.50 - December 31, 2020 \$15.00 - July 1, 2021
	New York City - Small Employers (10 or Fewer)	\$13.50	\$15.00 - December 31, 2019
	New York City - Large Employers (11 or More)	\$15.00	N/A
	New York City - Fast Food Employees	\$15.00	N/A
	Nassau, Suffolk and Westchester Counties	\$12.00	\$13.00 - December 31, 2019 \$14.00 - December 31, 2020 \$15.00 - December 31, 2021
	Remainder of New York	\$11.10	\$11.80 - December 31, 2019 \$12.50 - December 31, 2020 Increased - December 31, 2021, and every December 31 thereafter until it reaches \$15.00
NC		\$7.25	N/A
ND		\$7.25	N/A
OH		\$8.55 <i>\$7.25 for employer with gross revenues of \$314,000 or less</i>	Adjusted for inflation - January 1, 2020, and every January 1 thereafter
OK		\$7.25	N/A
OR - Nonrural Counties		\$10.75	\$11.25 - July 1, 2019 \$12.00 - July 1, 2020 \$12.75 - July 1, 2021 \$13.50 - July 1, 2022 Adjusted for inflation - July 1, 2023, and every July 1 thereafter
OR - Rural Counties		\$10.50	\$11.00 - July 1, 2019 \$11.50 - July 1, 2020 \$12.00 - July 1, 2021 \$12.50 - July 1, 2022 Adjusted for inflation - July 1, 2023, and every July 1 thereafter
	Portland Area	\$12.00	\$12.50 - July 1, 2019 \$13.25 - July 1, 2020 \$14.00 - July 1, 2021 \$14.75 - July 1, 2022 Adjusted for inflation - July 1, 2023, and every July 1 thereafter
PA		\$7.25	N/A
RI		\$10.50	N/A
SC		N/A	N/A
SD		\$9.10	Adjusted for inflation - January 1, 2020, and every January 1 thereafter
TN		N/A	N/A
TX		\$7.25	N/A
UT		\$7.25	N/A

State	Cities and Counties	Minimum Wage Rate	Upcoming Changes
VT		\$10.78	Adjusted for inflation - January 1, 2020, and every January 1 thereafter
VA		\$7.25	N/A
WA		\$12.00	\$13.50 - January 1, 2020 Adjusted for inflation - January 1, 2021, and every January 1 thereafter
	Seattle - Schedule 1 Employers (More Than 500 Employees in the US)	\$16.00	Adjusted for inflation - January 1, 2020, and every January 1 thereafter
	Seattle - Schedule 1 Employers (More Than 500 Employees in the US) With Medical Benefits	\$16.00	N/A
	Seattle - Schedule 2 Employers (500 or Fewer Employees in the US)	\$12.00	\$13.50 - January 1, 2020 \$15.00 - January 1, 2021 \$15.75 - January 1, 2022 \$16.50 - January 1, 2023 \$17.25 - January 1, 2024
	Seattle - Schedule 2 Employers (500 or Fewer Employees in the US) Minimum Compensation	\$15.00	\$15.75 - January 1, 2020
	Tacoma	\$12.35	Adjusted for inflation - January 1, 2020, and every January 1 thereafter
WV		\$8.75	N/A
WI		\$7.25	N/A
WY		\$5.15	N/A

Special Note: If you come across the term “Living Wage”- beyond the typical meaning of “meeting basic needs,” it also applies to laws that establish minimum wages for government contracted or subsidized businesses.