

2018-2019 MINIMUM WAGE INCREASE GUIDE

The Federal minimum wage has been \$7.25 since 2009, but many states, counties, and cities have passed their own minimum wage laws. **Employers must pay non-exempt employees at least minimum wage and if the mandated federal, state, or municipal rate differs, the highest rate must be paid.** Where there is an asterisk listed after a state’s name in the chart below, refer to the secondary tables at the end of this guide for municipal and county rates. The guide below does not reflect most specific minimum wage rates for overtime, non-profit status exemptions, child labor laws, training wages, etc. Nor does it discuss any minimum salary rates for exempt employees; all figures below are the minimum hourly rates employers may pay non-exempt employees; employers may always choose to pay more.

Columns listing tipped rates are the cash wage rates employers may choose to pay if they have employees who regularly receive tips. Several states do not allow this practice, but in most states, employers may take tip credits from employees' wages as long as an employee receives enough tips, that when combined with the cash wage paid by the employer, they are paid the regular hourly minimum wage rate.

Unless otherwise noted, rates listed below are effective from January 1st to December 31st, 2019.

STATE MINIMUM WAGE RATES

Region	07/2018 (regular)	07/2018 (tipped)	01/2019 (regular)	01/2019 (tipped)	Notes
Federal	\$7.25	\$2.13	\$7.25	\$2.13	All employees of employers grossing \$500,000+, all employees involved in interstate commerce, and most domestic workers.
Fed. Contractors	\$10.35	\$7.25	\$10.60	\$7.40	
Alabama (AL)	\$7.25	\$2.13 <i>(only if tipped \$30+ per month)</i>	\$7.25	\$2.13 <i>(only if tipped \$30+ per month)</i>	No set minimum wage. Federal minimum applies.
Alaska (AK)	\$9.84	Not allowed	\$9.89	Not allowed	Alaska’s minimum wage increased to \$9.89 on 1/1/19. Rate reviewed annually and will always remain at least \$1 over the federal minimum wage.

Arizona (AZ)*	\$10.50	\$7.50	\$11	\$8	<p>Arizona's minimum wage increased to \$11 on 1/1/19 and increases to \$12 on 1/1/20. Rate reviewed annually starting in 2021.</p> <p>Employees (outside of Flagstaff) who receive tips may be paid a cash wage of \$3.00 an hour <i>less</i> than the minimum wage if the cash wage and tips total at least the state minimum wage.</p>
Arkansas (AR)	\$8.50	\$2.63 <i>(only if tipped \$20+ per month)</i>	\$9.25	\$2.63 <i>(only if tipped \$20+ per month)</i>	In 2018, Arkansas voters passed a law to increase minimum wage incrementally over the next few years. Arkansas' minimum wage increased to \$9.25 on 1/1/19 and increases to \$10 on 1/1/20, and \$11 on 1/1/21.
California (CA)*	\$11 <i>(26+ employees)</i> \$10.50 <i>(≤25 employees)</i>	Not allowed	\$12 <i>(26+ employees)</i> \$11 <i>(≤25 employees)</i>	Not allowed	<p>California has separate minimum wage rates based on employer size. For employers with 26 or more employees, minimum wage increased to \$12 on 1/1/19. For employers with 25 or fewer employees, minimum wage increased to \$11 on 1/1/19.</p> <p>For employers with 26+ employees the minimum wage will increase again to \$13 on 1/1/20, then increase \$1 every year until \$15 in 2022. Employers with 25 or fewer employees: \$12 on 1/1/20, then increase \$1 every year until \$15 in 2023.</p>
Colorado (CO)	\$10.20	\$7.18 <i>(only if tipped \$30+ per month)</i>	\$11.10	\$8.08 <i>(only if tipped \$30+ per month)</i>	Colorado's minimum wage increased to \$11.10/\$8.08 (tipped) on 1/1/19 and increases to \$12/\$8.98 on 1/1/20. Rate reviewed annually starting in 2021.
Connecticut (CT)	\$10.10	\$6.38 <i>(waitstaff);</i> \$8.23 <i>(bartenders)</i>	\$10.10	\$6.38 <i>(waitstaff);</i> \$8.23 <i>(bartenders)</i>	Connecticut's minimum wage increased to \$10.10 on 1/1/17. Only bartenders and waitstaff may be paid a tipped minimum wage rate under Connecticut law.
Delaware (DE)	\$8.25	\$2.23 <i>(only if tipped \$30+ per month)</i>	\$8.75	\$2.23 <i>(only if tipped \$30+ per month)</i>	Delaware's minimum wage increased to \$8.75 on 1/1/19 and increased to \$9.25 on 10/1/19. Delaware's tipped minimum wage has been \$2.23 since 10/1/96.

District of Columbia (D.C.)	\$13.25	\$3.89	\$13.25 <i>(\$14 on 7/1/19)</i>	\$3.89 <i>(\$4.45 on 7/1/19)</i>	Washington D.C.'s minimum wage increased to \$13.25/\$3.89 (tipped) on 7/1/18 and increases to \$14/\$4.45 on 7/1/19 and \$15/\$5 on 7/1/20. Rates reviewed annually starting in 2021.
Florida (FL)	\$8.25	\$5.23	\$8.46	\$5.44	Florida's minimum wage increased to \$8.46/\$5.44 (tipped) on 1/1/19. Rates reviewed annually.
Georgia (GA)	\$7.25	\$2.13	\$7.25	\$2.13	Georgia's state minimum wage rate is \$5.15 for employers that not covered by the FLSA. For employers who are covered by the FLSA, the federal rate applies.
Hawaii (HI)	\$10.10	\$9.35 <i>(only if tipped \$20+ per month and wages are \$7+ over minimum)</i>	\$10.10	\$9.35 <i>(only if tipped \$20+ per month and wages are \$7+ over minimum))</i>	Hawaii's minimum wage increased to \$10.10 on 1/1/18. Hawaii employers may only take a tip credit if the amount the employee receives in both cash wages and in tips is \$7 or more than the applicable minimum wage.
Idaho (ID)	\$7.25	\$3.35 <i>(only if tipped \$30+ per month)</i>	\$7.25	\$3.35 <i>(only if tipped \$30+ per month)</i>	State regular minimum wage rate will automatically follow federal minimum wage.
Illinois (IL)*	\$8.25	\$4.95	\$8.25	\$4.95	Tipped employees may be paid 60% of the regular minimum wage. New employees (first 90 days of employment) and employees under 18 may be paid up to 50 cents less per hour.
Indiana (IN)	\$7.25	\$2.13	\$7.25	\$2.13	State minimum wage will automatically follow federal minimum wage. Applies to employers that have two or more employees and that are not covered by the FLSA.
Iowa (IA)	\$7.25	\$4.35	\$7.25	\$4.35	In 2017 the Iowa Governor signed a law invalidating all municipal minimum wage laws.
Kansas (KS)	\$7.25	\$2.13 <i>(only if tipped \$20+ per month)</i>	\$7.25	\$2.13 <i>(only if tipped \$20+ per month)</i>	Kansas' minimum wage increased to \$7.25 on 1/1/10. Employers covered by the federal FLSA are exempt from the Kansas minimum wage law.
Kentucky (KY)	\$7.25	\$2.13 <i>(only if tipped \$20+ per month)</i>	\$7.25	\$2.13 <i>(only if tipped \$20+ per month)</i>	In 2016 the Kentucky Supreme Court overruled the municipal minimum wages in Lexington and Louisville.

Louisiana (LA)	\$7.25	\$2.13	\$7.25	\$2.13	No set minimum wage. Federal minimum applies.
Maine (ME)*	\$10	\$5 <i>(only if tipped \$30+ per month)</i>	\$11	\$5.50 <i>(only if tipped \$30+ per month)</i>	Maine's minimum wage increased to \$11 on 1/1/19 and increases to \$12 on 1/1/20. Rate reviewed annually starting in 2021. Tipped employees may be paid 50% of the regular minimum wage.
Maryland (MD)*	\$10.10	\$3.63 <i>(only if tipped \$30+ per month)</i>	\$10.10	\$3.63 <i>(only if tipped \$30+ per month)</i>	Maryland's minimum wage increased to \$10.10 on 7/1/18.
Massachusetts (MA)	\$11	\$3.75 <i>(only if tipped \$20+ per month)</i>	\$12	\$4.35 <i>(only if tipped \$20+ per month)</i>	Massachusetts's minimum wage increased to \$12.00/\$4.35 (tipped) on 1/1/19 and increases to \$12.75/\$4.95 on 1/1/20, \$13.50/\$5.55 on 1/1/21, \$14.25/\$6.15 on 1/1/22, and \$15.00/\$6.75 on 1/1/23. Massachusetts Blue Laws require some employers to pay premium pay for Sundays and certain holidays.
Michigan (MI)	\$9.25	\$3.52	\$9.25	\$3.52	Michigan's minimum wage increased to \$9.25 and \$3.52 (tipped) on 1/1/18. Tipped employees may be paid 38% of the regular minimum wage. Employees 16-17 may be paid 85% of the state's minimum wage. Rate reviewed annually starting in 4/19.
Minnesota (MN)*	\$9.65 <i>(\$500k+ in gross annual sales)</i> \$7.87 <i>(<\$500k in gross sales)</i>	Not allowed	\$9.86 <i>(\$500k+ in gross annual sales)</i> \$8.04 <i>(<\$500k in gross sales)</i>	Not allowed	For large businesses (\$500,000+ in gross annual sales), minimum wage increased to \$9.86 on 1/1/19, and for small businesses (under \$500,000 in gross annual sales), to \$8.04. Training wages of \$8.04 may be paid to minors 17 and under, or those 20 and under for the first 90 days of employment. Rates are reviewed annually.
Mississippi (MS)	\$7.25	\$2.13	\$7.25	\$2.13	No set minimum wage. Federal minimum applies.

Missouri (MO)	\$7.85	\$3.93	\$8.60	\$4.30	In 2018, Missouri voters passed a law to increase minimum wage incrementally over the next few years. Missouri's minimum wage increased to \$8.60/\$4.30 (tipped) on 1/1/19 and increases to \$9.45/\$4.73 on 1/1/20, \$10.30/\$5.15 on 1/1/21, \$11.15/\$5.63 on 1/1/22, and \$12.00/\$6.00 on 1/1/23. Rate reviewed annually starting in 2024. Tipped minimum wage is set at half the regular rate.
Montana (MT)	\$8.30	Not allowed	\$8.50	Not allowed	Montana's minimum wage increased to \$8.50 on 1/1/19. Rate reviewed by 9/30 annually.
Nebraska (NE)	\$9	\$2.13	\$9	\$2.13	Nebraska's minimum wage increased to \$9 on 1/1/16. Applies to employers with four or more employees.
Nevada (NV)	\$7.25 <i>(with benefits)</i> \$8.25 <i>(w/out benefits)</i>	Not allowed	\$7.25 <i>(with benefits)</i> \$8.25 <i>(w/out benefits)</i>	Not allowed	Nevada's minimum wage increased to \$8.25 on 7/1/2008. However, employers may choose to pay \$7.25 when offering health insurance of equal or great value to the \$1 per hour in wages the employee would otherwise receive. Rate reviewed by 7/1 annually.
New Hampshire (NH)	\$7.25	\$3.26 <i>(only if tipped \$30+ per month)</i>	\$7.25	\$3.26 <i>(only if tipped \$30+ per month)</i>	State regular minimum wage rate will automatically follow federal minimum wage. Tipped employees may be paid 45% of the regular minimum wage.
New Jersey (NJ)	\$8.60	\$2.13	\$8.85	\$2.13	New Jersey's minimum wage increased to \$8.85 on 1/1/19. Rate reviewed by 9/30 annually.
New Mexico (NM)*	\$7.50	\$2.13 <i>(only if tipped \$30+ per month)</i>	\$7.50	\$2.13 <i>(only if tipped \$30+ per month)</i>	New Mexico's minimum wage increased to \$7.50 on 1/1/09.

New York (NY)	\$13/ \$12/ \$11/ \$10.40 <i>(depending on size and location; planned increase 12/31/18, see notes)</i>	See notes	\$15/ \$13.50/ \$12/ \$11.10 <i>(depending on size and location; planned increase 12/31/19, see notes)</i>	See notes	<p>New York's minimum wage is tied to employer size, location, and industry. For most industries:</p> <ul style="list-style-type: none"> New York City employers with 11+ employees: \$15 on 12/31/18. NYC employers with 10 or fewer: \$13.50 on 12/31/18 and \$15 on 12/31/19. Employers in Nassau, Suffolk, and Westchester counties: \$12 on 12/31/18, with \$1 increases every year until \$15 in 2021. All others: \$11.10 on 12/31/18, with 70¢ increases every year until \$12.50 in 2020 with planned indexing until the rate reaches \$15. <p>For fast food workers:</p> <ul style="list-style-type: none"> New York City employers: \$15 on 12/31/18 All others: \$12.75 on 12/31/2018 with planned increases every year until \$15 in 2021. <p>There are varying tipped minimum wage rates based on job types, but most tipped employees may be paid 2/3 of the regular minimum wage, rounded to the nearest 5¢.</p>
North Carolina (NC)	\$7.25	\$2.13 <i>(only if tipped \$30+ per month)</i>	\$7.25	\$2.13 <i>(only if tipped \$30+ per month)</i>	North Carolina's minimum wage increased to \$7.25 on 7/24/2009.
North Dakota (ND)	\$7.25	\$4.86 <i>(only if tipped \$30+ per month)</i>	\$7.25	\$4.86 <i>(only if tipped \$30+ per month)</i>	North Dakota's minimum wage increased to \$7.25 on 7/24/2009. Tipped employees may be paid 67% of the regular minimum wage.
Ohio (OH)	\$8.30 <i>(gross \$305k+ in annual sales)</i> \$7.25 <i>(gross under \$305k in sales)</i>	\$4.15 <i>(only if tipped \$30+ per month)</i>	\$8.55 <i>(gross \$314k+ in annual sales)</i> \$7.25 <i>(gross under \$314k in sales)</i>	\$4.30 <i>(only if tipped \$30+ per month)</i>	Ohio's minimum wage increased to \$8.55/\$4.30 (tipped) on 1/1/19. Rates reviewed annually. Employers are considered small, and subject to the lower minimum wage, if they gross under \$314,000 in annual sales as of 2019.

Oklahoma (OK)	\$7.25	\$2.13	\$7.25	\$2.13	State minimum wage automatically follows federal rate.
Oregon (OR)	\$12/ \$10.75/ \$10.50 <i>(depending on location)</i>	Not allowed	\$12/ \$10.75/ \$10.50 <i>(depending on location)</i>	Not allowed	<p>Oregon's minimum wage increases based on employer location.</p> <ul style="list-style-type: none"> Employers inside Portland's Urban Growth Boundary: \$12 on 7/1/18, \$12.50 on 7/1/19, with incremental increases up to \$14.75 in 2022. Employers in mid-sized cities (standard rate): \$10.75 on 7/1/18, \$11.25 on 7/1/19, with incremental increases up to \$13.50 in 2022. Employers in "Nonurban Counties*": \$10.50 on 7/1/18, \$11 on 7/1/19, with incremental increases up to \$12.50 in 2022. *Baker, Coos, Crook, Curry, Douglas, Gilliam, Grant, Harney, Jefferson, Klamath, Lake, Malheur, Morrow, Sherman, Umatilla, Union, Wallowa, and Wheeler <p>Standard rate for mid-sized cities reviewed annually in 2023. Portland rate will remain \$1.25 over standard rate, Nonurban Counties will remain \$1 under standard rate.</p>
Pennsylvania (PA)	\$7.25	\$2.83 <i>(only if tipped \$30+ per month)</i>	\$7.25	\$2.83 <i>(only if tipped \$30+ per month)</i>	Pennsylvania's minimum wage increased to \$7.25/\$2.83 (tipped) on 7/24/09.
Rhode Island (RI)	\$10.10	\$3.89	\$10.50	\$3.89	Rhode Island's regular minimum wage increased to \$10.50 on 1/1/19. Tipped minimum wage increased to \$3.89 on 1/1/17.
South Carolina (SC)	\$7.25	\$2.13	\$7.25	\$2.13	No set minimum wage. Federal minimum applies.
South Dakota (SD)	\$8.85	\$4.43	\$9.10	\$4.55	South Dakota's minimum wage increased to \$9.10/\$4.55 (tipped) on 1/1/19. Rate reviewed annually. Tipped employees may be paid 50% of the regular minimum wage.

Tennessee (TN)	\$7.25	\$2.13	\$7.25	\$2.13	No set minimum wage. Federal minimum applies.
Texas (TX)	\$7.25	\$2.13 <i>(only if tipped \$20+ per month)</i>	\$7.25	\$2.13 <i>(only if tipped \$20+ per month)</i>	State minimum wage will automatically follow federal minimum wage.
Utah (UT)	\$7.25	\$2.13 <i>(only if tipped \$30+ per month)</i>	\$7.25	\$2.13 <i>(only if tipped \$30+ per month)</i>	State minimum wage will automatically follow federal minimum wage and is reviewed at least every 3 years.
Vermont (VT)	\$10.50	\$5.50 <i>(only if tipped \$120+ per month)</i>	\$10.78	\$5.39 <i>(only if tipped \$120+ per month)</i>	Vermont's minimum wage increased to \$10.78/\$5.39 (tipped) on 1/1/19. Rate reviewed annually starting in 2019. Tipped minimum wage is set to always be half the standard rate.
Virginia (VA)	\$7.25	\$2.13	\$7.25	\$2.13	State minimum wage will automatically follow federal minimum wage.
Washington (WA)*	\$11.50	Not allowed	\$12	Not allowed	Washington's minimum wage increased to \$12 on 1/1/19 and increases to \$13.50 on 1/1/20. Rate reviewed annually starting in 2021.
West Virginia (WV)	\$8.75	\$2.62	\$8.75	\$2.62	West Virginia's minimum wage increased to \$8.75 on 1/1/16 and applies to employers that have six or more employees. Tipped employees may be paid 30% of the regular minimum wage.
Wisconsin (WI)	\$7.25	\$2.33	\$7.25	\$2.33	Wisconsin's minimum wage increased to \$7.25 and \$2.33 (tipped) on 6/1/09.
Wyoming (WY)	\$7.25	\$2.13 <i>(only if tipped \$30+ per month)</i>	\$7.25	\$2.13 <i>(only if tipped \$30+ per month)</i>	Wyoming's minimum wage is \$5.15. As the state's rate is lower than the federal minimum wage, the federal rate applies.

MUNICIPAL MINIMUM WAGE RATES

Arizona	07/2018 (regular)	07/2018 (tipped)	01/2019 (regular)	01/2019 (tipped)	Notes
Flagstaff	\$11	\$8	\$12	\$9	Flagstaff’s minimum wage increased to \$12 on 1/1/19 and increases to \$13 on 1/1/20 and \$15 on 1/1/21 or \$2 above the state minimum wage, whichever is greater. Rate reviewed annually starting in 2023. Flagstaff employees who receive at least \$30 in tips may be paid a cash wage of \$3.00 an hour <i>less</i> than the minimum wage. This rate to change in 2022.
California	07/2018 (regular)	07/2018 (tipped)	01/2019 (regular)	01/2019 (tipped)	Notes
Alameda	\$11 <i>(26+ employees)</i> \$10.50 <i>(25< employees)</i>	Not allowed	\$12 <i>(26+ employees)</i> \$11 <i>(25< employees)</i> <i>(planned increase 7/1/19)</i>	Not allowed	Alameda’s minimum wage increases to \$13.50 on 7/1/19 and \$15 on 7/1/20 for all employers.
Belmont	\$12.50	Not allowed	\$13.50	Not allowed	Belmont’s minimum wage increased to \$13.50 on 1/1/19 and increases to \$15 on 1/1/20 and \$15.90 on 1/1/21. Rates reviewed annually starting in 2022.
Berkeley	\$15	Not allowed	\$15	Not allowed	Berkeley’s minimum wage increased to \$15 on 10/1/18. Rates reviewed annually starting in 2019.
Cupertino	\$13.50	Not allowed	\$15	Not allowed	Cupertino’s minimum wage increased \$15 on 1/1/19. Rate reviewed annually starting in 2020.
El Cerrito	\$13.60	Not allowed	\$15	Not allowed	El Cerrito’s minimum wage increased to \$15 on 1/1/19. Rate reviewed annually starting in 2020.

Emeryville	\$15.69 <i>(56+ employees)</i> \$15 <i>(≤55 employees)</i>	Not allowed	\$15.69 <i>(56+ employees)</i> \$15 <i>(≤55 employees)</i>	Not allowed	Emeryville has two separate minimum wages based on employer size. For businesses with 56 or more employees, minimum wage increased to \$15.69 on 7/1/18. For businesses with 55 or fewer employees, minimum wage increased to \$15 on 7/1/18. Rates reviewed annually.
Los Altos	\$13.50	Not allowed	\$15	Not allowed	Los Altos' minimum wage increased to \$15 on 1/1/19. Rate reviewed annually starting in 2020 and announced by 10/1.
Los Angeles City & unincorporated areas of LA County	\$13.25 <i>(26+ employees)</i> \$12 <i>(≤25 employees)</i>	Not allowed	\$13.25 <i>(26+ employees)</i> \$12 <i>(≤25 employees)</i> <i>(\$14.25 and 13.25 on 7/1/19)</i>	Not allowed	Los Angeles' minimum wage increases based on employer size. For businesses with 26 or more employees, minimum wage increased to \$13.25 on 7/1/18 and increases to \$14.25 on 7/1/19 and \$15 on 7/1/20. For businesses with 25 or fewer employees, and qualifying non-profits, minimum wage increased to \$12 on 7/1/18 and increases to \$13.25 on 7/1/19, \$14.25 on 7/1/20, and \$15 on 7/1/21. Rates reviewed annually starting in 7/22.
Malibu	\$13.25 <i>(26+ employees)</i> \$12 <i>(≤25 employees)</i>	Not allowed	\$13.25 <i>(26+ employees)</i> \$12 <i>(≤25 employees)</i> <i>(\$14.25 and \$13.25 on 7/1/19)</i>	Not allowed	Malibu' minimum wage increases based on employer size. For businesses with 26 or more employees, minimum wage increased to \$13.25 on 7/1/18 and increases to \$14.25 on 7/1/19 and \$15 on 7/1/20. For businesses with 25 or fewer employees, minimum wage increased to \$12 on 7/1/18 and increases to \$13.25 on 7/1/19, \$14.25 on 7/1/20, and \$15 on 7/1/21. Rates reviewed annually starting in 7/22.
Milpitas	\$13.50	Not allowed	\$13.50 <i>(\$15 on 7/1/19)</i>	Not allowed	Milpitas's minimum wage increased to \$13.50 on 7/1/18 and increases to and \$15 on 7/1/19. Rate reviewed annually starting in 2020.

Mountain View	\$15	Not allowed	\$15.65	Not allowed	Mountain View's minimum wage increased to \$15.65 on 1/1/19. Rates reviewed annually starting in 2019.
Oakland	\$13.23	Not allowed	\$13.23	Not allowed	Oakland's minimum wage increased to \$13.23 on 1/1/18. Rates reviewed annually by 1/1.
Palo Alto	\$13.50	Not allowed	\$15	Not allowed	Palo Alto's minimum wage increased to \$15 on 1/1/19. Rates reviewed annually by 1/1.
Pasadena	\$13.25 <i>(26+ employees)</i> \$12 <i>(≤25 employees)</i>	Not allowed	\$13.25 <i>(26+ employees)</i> \$12 <i>(≤25 employees)</i> <i>(potential increase 7/1/19, see notes)</i>	Not allowed	Pasadena's minimum wage increases based on employer size. For employers with 26 or more employees, minimum wage increased to \$13.25 on 7/1/18. For employers of 25 or fewer and qualifying non-profits, the minimum wage increased to \$12 on 7/1/18. Future increases will be reviewed by City Council in February 2019, with a potential increase in July 2019.
Redwood City	\$11	Not allowed	\$13.50	Not allowed	Redwood City's minimum wage increased to \$13.50 on 1/1/19 and increases to \$15 on 1/1/2020. Rates reviewed annually starting in 2021.
Richmond	\$13.41	Not allowed	\$15	Not allowed	Richmond's minimum wage increased to \$15 on 1/1/19. Rate reviewed annually starting in 2019.
San Diego	\$11.50	Not allowed	\$12	Not allowed	San Diego's minimum wage increased to \$12 on 1/1/19. Rate reviewed annually starting in 2019.

San Francisco	\$15	Not allowed	\$15 <i>(potential increase 7/1/19)</i>	Not allowed	San Francisco's minimum wage increased to \$15 on 7/1/18. Rate reviewed annually starting in 2019.
San José	\$13.50	Not allowed	\$15	Not allowed	San José's minimum wage increased to \$15 on 1/1/19. Rate reviewed annually by 10/1 starting in 2020.
San Leandro	\$13	Not allowed	\$13 <i>(\$14 on 7/1/19)</i>	Not allowed	San Leandro's minimum wage increased to \$13 on 7/1/18, and increases to \$14 on 7/1/19, and \$15 on 7/1/20.
San Mateo	\$13.50	Not allowed	\$15	Not allowed	San Mateo's minimum wage increased to \$15 on 1/1/19. Rate reviewed annually starting in 2020.
Santa Clara	\$13	Not allowed	\$15	Not allowed	Santa Clara's minimum wage increased to \$15 on 1/1/19. Rate reviewed annually starting in 2020.
Santa Monica	\$13.25 <i>(26+ employees)</i> \$12 <i>(≤25 employees)</i>	Not allowed	\$13.25 <i>(26+ employees)</i> \$12 <i>(≤25 employees)</i> <i>(\$14.25 and \$13.25 on 7/1/19)</i>	Not allowed	Santa Monica's minimum wage is dependent on employer size. For businesses with 26 or more employees, minimum wage increased to \$13.25 on 7/1/18 and increases to \$14.25 on 7/1/19 and \$15 on 7/1/20. For businesses with 25 or fewer employees and qualifying nonprofits, minimum wage increased to \$12 on 7/1/18 and increases to \$13.25 on 7/1/19, \$14.25 on 7/1/20, and \$15 on 7/1/21. Rate reviewed annually starting in 2022.
Sunnyvale	\$15	Not allowed	\$15.65	Not allowed	Sunnyvale's minimum wage increased to \$15.65 on 1/1/19. Rate reviewed annually starting in 2019.

Illinois	07/2018 (regular)	07/2018 (tipped)	01/2019 (regular)	01/2019 (tipped)	Notes
Chicago	\$12	\$6.25	\$12 <i>(\$13 on 7/1/19)</i>	\$6.25 <i>(potential increase 7/1/19)</i>	Chicago's minimum wage increased to \$12/\$6.25 (tipped) on 7/1/18 and increases to \$13 on 7/1/19. Regular rate reviewed annually starting 7/20. Tipped rate reviewed annually as of 7/17.
Cook County	\$11	\$5.10	\$11 <i>(\$12 on 7/1/19)</i>	\$5.10 <i>potential increase 7/1/19)</i>	Cook County's minimum wage increased to \$11/\$5.25 (tipped) on 7/1/18 and increases to \$12 on 7/1/19 and \$13 on 7/1/20. Regular rate reviewed annually starting 7/21. Tipped rate reviewed annually as of 7/18.
Maine	07/2018 (regular)	07/2018 (tipped)	01/2019 (regular)	01/2019 (tipped)	Notes
Portland	\$10.90	\$5 <i>(only if tipped \$30+ per month)</i>	\$10.90	\$5 <i>(only if tipped \$30+ per month)</i>	Portland's regular minimum wage rate increased to \$10.90 on 7/1/18. However, Maine's minimum wage increased to \$11 on 1/1/19. Portland employers must pay the state rate until the city's rate is reviewed for July 2019. Both rates are reviewed annually.

Maryland	07/2018 (regular)	07/2018 (tipped)	01/2019 (regular)	01/2019 (tipped)	Notes
Montgomery County	\$12.25 <i>(51+ employees)</i> \$12 <i>(≤50 employees)</i>	\$4.00 <i>(only if tipped \$30+ per month)</i>	\$12.25 <i>(51+ employees)</i> \$12 <i>(≤50 employees)</i> (\$13 and \$12.50 <i>on 7/1/19)</i>	\$4.00 <i>(only if tipped \$30+ per month)</i>	<p>Montgomery County's minimum wage is dependent on employer size. For employers with 51 or more employees, minimum wage increased to \$12.25 on 7/1/18, and increases to \$13 on 7/1/19, \$14 on 7/1/20, and \$15 on 7/1/21.</p> <p>For employers of 11-50 employees, and qualifying non-profits, the minimum wage increased to \$12 on 7/1/18, and increases to \$12.50 on 7/1/19, with incremental increases until \$15 in 2023.</p> <p>For employers of 10 or fewer employees, minimum wage increased to \$12 on 7/1/18, and increases to \$12.50 on 7/1/19, with incremental increases until \$15 in 2024.</p> <p>Regular rate reviewed annually starting in 2024. Tipped rate reviewed annually starting in 2018.</p>
Prince George's County	\$11.50	\$3.63 <i>(only if tipped \$30+ per month)</i>	\$11.50	\$3.63 <i>(only if tipped \$30+ per month)</i>	Prince George's County's minimum wage increased to \$11.50 on 10/1/17. Rates reviewed annually.

Minnesota	07/2018 (regular)	07/2018 (tipped)	01/2019 (regular)	01/2019 (tipped)	Notes
Minneapolis	\$11.25 <i>(101+ employees)</i> \$10.25 <i>(≤100 employees)</i>	Not allowed	\$11.25 <i>(101+ employees)</i> \$10.25 <i>(≤100 employees)</i> <i>(\$12.25 and \$11 on 7/1/19)</i>	Not allowed	Minneapolis's minimum wage is dependent on employer size. For employers with 101 or more employees, minimum wage increased to \$11.25 on 7/1/18, and increases to \$12.25 on 7/1/19, with incremental increases until \$15 in 2022. For employers of 100 or fewer, the minimum wage increased to \$10.25 on 7/1/18, and increases to \$11 on 7/1/19 with incremental increases until \$15 in 2024.
New Mexico	07/2018 (regular)	07/2018 (tipped)	01/2019 (regular)	01/2019 (tipped)	Notes
Albuquerque	\$8.95 or \$7.95 <i>(depending on benefits)</i>	\$5.35	\$9.20 or \$8.20 <i>(depending on benefits)</i>	\$5.50	Albuquerque's regular minimum wage rate increased to \$9.20 on 1/1/19. If \$2,500 or more in healthcare and/or childcare benefits is provided to employees, the minimum wage of \$8.20 maybe be paid. Tipped employees may be paid 60% of the higher regular minimum wage. Rates reviewed by annually.
Bernalillo County	\$8.85	\$2.13	\$9.05	\$2.13	Bernalillo County's minimum wage increased to \$9.05 on 1/1/19. Rate increases are voted upon annually by the Bernalillo County Commission.
Las Cruces	\$9.20	\$3.68	\$10.10	\$4.04 <i>(only if tipped \$30+ per month)</i>	Las Cruces' minimum wage increased to \$10.10/\$4.04 (tipped) on 1/1/19. Tipped employees may be paid 40% of the regular minimum wage. Rate reviewed annually starting 1/20.
Santa Fe City	\$11.40	\$2.13 <i>(only if tipped \$100+ per month)</i>	\$11.40 <i>(potential increase 3/1/19)</i>	\$2.13 <i>(only if tipped \$100+ per month, potential increase 3/1/19)</i>	Santa Fe City's regular minimum wage rate increased to \$11.40 on 3/1/18. Rate reviewed annually.

Santa Fe County	\$11.40	\$3.41 <i>(only if tipped \$30+ per month)</i>	\$11.40 <i>(potential increase 3/1/19)</i>	\$3.41 <i>(only if tipped \$30+ per month, potential increase 3/1/19)</i>	Santa Fe County's minimum wage increased to \$11.40/\$3.41 (tipped) on 3/1/18. Rates reviewed annually.
Washington	07/2018 <i>(regular)</i>	07/2018 <i>(tipped)</i>	01/2019 <i>(regular)</i>	01/2019 <i>(tipped)</i>	Notes
Seattle	\$15 <i>(501+ employees with benefits)</i> \$15.45 <i>(501+ employees no benefits)</i> \$11.50 <i>(≤500 employees with benefits)</i> \$14 <i>(≤500 employees no benefits)</i>	Not allowed	\$16 <i>(501+ employees, all)</i> \$12 <i>(≤500 employees with benefits)</i> \$15 <i>(≤500 employees no benefits)</i>	Not allowed	Seattle has two separate minimum wages based on employer size. For smaller employers, employers may pay a lower rate so long as they contribute the difference to employees' medical benefits or employees regularly receive tips. Previously, large employers could also use this system to pay a lower rate, but this system ended in 2018. For employers with 501 or more employees worldwide, minimum wage increased to \$16 per hour on 1/1/19. Rate reviewed annually in 2020. For employers with 500 or fewer employees, the minimum wage rate increased to \$15 per hour on 1/1/19, with a minimum hourly wage of \$12 if employers contribute at least \$3 per hour towards health insurance or the employee receives at least the difference in tips.
Tacoma	\$12	Not allowed	\$12.35	Not allowed	Tacoma's minimum wage increased to \$12.35 per hour on 1/1/19. Rates reviewed annually starting in 2019 and go into effect 7/1 that same year.

Legal Disclaimer: This document is intended for informational purposes only and does not constitute legal information or advice. This information and all HR Support Center materials are provided in consultation with federal and state statutes and do not encompass other regulations that may exist, such as local ordinances. Transmission of documents or information through the HR Support Center does not create an attorney-client relationship. If you are seeking legal advice, you are encouraged to consult an attorney.