



# 2020 STATE AND LOCAL MINIMUM WAGES

The federal Fair Labor Standards Act (FLSA) establishes minimum wage and overtime requirements for employers in the private sector and federal, state, and local governments. The current federal minimum wage is \$7.25 per hour. Covered nonexempt employees must receive overtime pay for hours worked over 40 per workweek (any fixed and regularly recurring period of 168 hours — seven consecutive 24-hour periods) at a rate not less than one and one-half times the regular rate of pay.

Many states and localities also have minimum wage laws. If an employee is covered by more than one minimum wage law, the employee is entitled to the higher minimum wage. Review local minimum wages beginning on page [11](#).

This chart reflects the current state and local minimum wages in effect as of November 1, 2019, as well as future enacted increases. Review the coverage requirements applicable to states or localities where you conduct business to determine which minimum wage rates are applicable to your employees. If there is no information listed in the state's "Coverage" box, then the state minimum wage law generally applies to all employers. If a state does not have a minimum wage law, then employers must comply with the FLSA. Finally, if there is no information in the chart's "Premium Pay" box, then compliance with the FLSA is also required.

JURISDICTION	COVERAGE	MINIMUM WAGE AS OF JANUARY 1, 2020	FUTURE MINIMUM WAGE	EFFECTIVE FUTURE DATE	PREMIUM PAY AFTER DESIGNATED HOURS ±	
					DAILY	WEEKLY
<b>Alabama</b>	Alabama has no state minimum wage law. Employers must abide by the federal FLSA.	\$7.25				
<b>Alaska</b>		\$10.19			8	40
					Under a voluntary flexible work hour plan approved by the Alaska Department of Labor, a 10-hour day, 40-hour workweek may be instituted with premium pay after 10 hours a day instead of after 8 hours.  The premium overtime pay requirement on either a daily or weekly basis is not applicable to employers with fewer than 4 employees.	
<b>Arizona</b>		\$12.00				
<b>Arkansas</b>	Employers with 4 or more employees.	\$10.00	\$11.00	1/1/2021		40

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					DAILY	WEEKLY
California	Small employers (1 – 25 employees)	\$12.00	\$13.00 \$14.00 \$15.00	1/1/2021 1/1/2022 1/1/2023	Over 8: Time and a half  Over 12: Double time	Over 40: Time and a half  On 7th day: First 8 hours, time and a half; over 8 hours on 7th day, double time
	Large employers (26 or more employees)	\$13.00	\$14.00 \$15.00 \$15.00	1/1/2021 1/1/2022 1/1/2023		
<p>Time and a half: 1) Any work in excess of 8 hours in one workday, 2) any work in excess of 40 hours in one workweek, and 3) the first 8 hours worked on the 7th day of work in any one workweek.</p> <p>Double time: 1) Any work in excess of 12 hours in one day, and 2) any work in excess of 8 hours on any 7th day of a workweek.</p> <p>Exceptions apply to an alternative workweek and for time spent commuting. (<a href="#">See Labor Code § 510</a>)</p>						
Colorado	Minimum wage rate and overtime provisions applicable to retail and service, commercial support service, food and beverage, and health and medical industries.	\$12.00			12	40
Connecticut		\$11.00	\$12.00 \$13.00 \$14.00 \$15.00	9/1/2020 8/1/2021 7/1/2022 6/1/2023		40
Delaware		\$9.25				
District of Columbia (D.C.)		\$14.00	\$15.00	7/1/2020		40

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					DAILY	WEEKLY
Florida		\$8.56				
Georgia	Employers with 6 or more employees, excluding employment subject to the FLSA when the federal rate is greater than the state rate.	\$7.25 (\$5.15 if not covered by FLSA)				
Hawaii	An employee earning a guaranteed monthly compensation of \$2,000 or more is exempt from the state minimum wage and overtime law.  The state law excludes from coverage any employment that is subject to the federal FLSA unless the state wage rate is higher than the federal.	\$10.10				40
Idaho		\$7.25				
Illinois	Employers with 4 or more employees, excluding family members.	\$9.25	\$10.00 \$11.00 \$12.00 \$13.00 \$14.00 \$15.00	7/1/2020 1/1/2021 1/1/2022 1/1/2023 1/1/2024 1/1/2025		40
Indiana	Employers with 2 or more employees.	\$7.25				40
Iowa		\$7.25				
Kansas	Excludes from coverage any employment that is subject to the FLSA.	\$7.25				46

**Note:** Federal law requires overtime once an employee has worked 40 hours in a week.

JURISDICTION	COVERAGE	MINIMUM WAGE AS OF JANUARY 1, 2020	FUTURE MINIMUM WAGE	EFFECTIVE FUTURE DATE	PREMIUM PAY AFTER DESIGNATED HOURS ±	
					DAILY	WEEKLY
Kentucky		\$7.25				40 7 <sup>th</sup> day
					The 7th day overtime law, which is separate from the minimum wage law, differs in coverage and requires premium pay on the 7th day for those employees who work 7 days in any one workweek.	
Louisiana	No state minimum wage law, FLSA compliance required.	\$7.25				
Maine		\$12.00				40
Maryland		Small employers (14 or less employees):				40
		Large employers (15 or more employees):				

JURISDICTION	COVERAGE	MINIMUM WAGE AS OF JANUARY 1, 2020	FUTURE MINIMUM WAGE	EFFECTIVE FUTURE DATE	PREMIUM PAY AFTER DESIGNATED HOURS ±	
					DAILY	WEEKLY
Massachusetts		\$12.75	\$13.50 \$14.25 \$15.00	1/1/2021 1/1/2022 1/1/2023		40
Michigan	Employers with 2 or more employees, excluding employment subject to the FLSA unless the state wage rate is higher than the federal.	\$9.65	\$9.87 \$10.10 \$10.33 \$10.56 \$10.80 \$11.04 \$11.29 \$11.54 \$11.79 \$12.00	1/1/2021 1/1/2022 1/1/2023 1/1/2024 1/1/2025 1/1/2026 1/1/2027 1/1/2028 1/1/2029 1/1/2030		40
Minnesota	Small employers (less than \$500,000 annual gross revenues and certain hotels)	\$8.15				48
	Large employers (\$500,000 annual gross revenues)	\$10.00				48
Mississippi	No state minimum wage law, FLSA compliance required.	\$7.25				
Missouri	In addition to the exemption for federally covered employment, the law exempts, among others, employees of a retail or service business with gross annual sales or business receipts of less than \$500,000.	\$9.45	\$10.30 \$11.15 \$12.00	1/1/2021 1/1/2022 1/1/2023		40  Premium pay required after 52 hours in seasonal amusement or recreation businesses.

JURISDICTION	COVERAGE	MINIMUM WAGE AS OF JANUARY 1, 2020	FUTURE MINIMUM WAGE	EFFECTIVE FUTURE DATE	PREMIUM PAY AFTER DESIGNATED HOURS ±	
					DAILY	WEEKLY
Montana	General	\$8.65 However, if an individual employee is producing or is moving goods between states or otherwise covered by the FLSA, that employee must be paid the greater of either the federal or state minimum wage.				40
	Businesses not covered by the FLSA with gross annual sales of \$110,000 or less.	\$4.00				
Nebraska	Employers with 4 or more employees.	\$9.00				
Nevada					8	40
	With benefits	\$7.25	\$8.00 \$8.75 \$9.50 \$10.25 \$11.00	7/1/2020 7/1/2021 7/1/2022 7/1/2023 7/1/2024		
	Without benefits	\$8.25	\$9.00 \$9.75 \$10.50 \$11.25 \$12.00	7/1/2020 7/1/2021 7/1/2022 7/1/2023 7/1/2024		
New Hampshire		\$7.25				40

JURISDICTION	COVERAGE	MINIMUM WAGE AS OF JANUARY 1, 2020	FUTURE MINIMUM WAGE	EFFECTIVE FUTURE DATE	PREMIUM PAY AFTER DESIGNATED HOURS ±	
					DAILY	WEEKLY
New Jersey		\$11.00	\$12.00 \$13.00 \$14.00 \$15.00	1/1/2021 1/1/2022 1/1/2023 1/1/2024		40
	Small employers (5 or less employees) and nontipped seasonal employees.	\$10.30	\$11.10 \$11.90 \$12.70 \$13.50	1/1/2021 1/1/2022 1/1/2023 1/1/2024		
New Mexico		\$9.00	\$10.50 \$11.50 \$12.00	1/1/2021 1/1/2022 1/1/2023		40
New York	Greater New York State (annual increases will continue until the rate reaches \$15.00 per hour)	\$11.80	\$12.50	12/31/2020		40
North Carolina		\$7.25				40
					Premium pay is required after 45 hours a week in seasonal amusements or recreational establishments.	
North Dakota		\$7.25				40



JURISDICTION	COVERAGE	MINIMUM WAGE AS OF JANUARY 1, 2020	FUTURE MINIMUM WAGE	EFFECTIVE FUTURE DATE	PREMIUM PAY AFTER DESIGNATED HOURS ±	
					DAILY	WEEKLY
Ohio	Employers with annual gross receipts of more than \$319,000.	\$8.70				40
	Employers with annual gross receipts of \$319,000 or less must pay no less than the federal minimum wage.	\$7.25				
Oklahoma	Employers with 10 or more full-time employees in one place or more than \$100,000 of business a year.	\$7.25				40
	All other employers.	\$2.00				
Oregon	Standard	\$11.25	\$12.00 \$12.75 \$13.50	7/1/2020 7/1/2021 7/1/2022		40
	Portland metro	\$12.50	\$13.25 \$14.00 \$14.75	7/1/2020 7/1/2021 7/1/2022	Premium pay required after 10 hours a day in nonfarm canneries, driers, or packing plants, and in mills, factories, or manufacturing establishments (excluding sawmills, planning mills, shingle mills, and logging camps).	
	Nonurban counties	\$11.00	\$11.50 \$12.00 \$12.50	7/1/2020 7/1/2021 7/1/2022		
Pennsylvania		\$7.25				40
Rhode Island		\$10.50				40
South Carolina	No state minimum wage law, FLSA compliance required.	\$7.25				
South Dakota		\$9.30				
Tennessee	No state minimum wage law, FLSA compliance required.	\$7.25				

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					DAILY	WEEKLY
<b>Texas</b>	The state law excludes any employment subject to the federal FLSA.	\$7.25				
<b>Utah</b>	Excludes any employment that is subject to the FLSA.	\$7.25				
<b>Vermont</b>	Employers with 2 or more employees.	\$10.96				40
					The state overtime pay provision has very limited application because it exempts numerous types of establishments, such as retail and service; seasonal amusement/recreation; hotels, motels, restaurants; and transportation employees to whom the federal FLSA overtime provision does not apply.	
<b>Virginia</b>	Employers with 4 or more employees.	\$7.25				
<b>Washington</b>		\$13.50				40
<b>West Virginia</b>	Employers with 6 or more employees at one location.	\$8.75				40
<b>Wisconsin</b>		\$7.25				40
<b>Wyoming</b>		\$7.25 (\$5.15 if not covered by the FLSA)				

## Local Minimum Wage Ordinances

STATE	LOCALITY	COVERAGE	MINIMUM WAGE AS OF JANUARY 1, 2020	FUTURE MINIMUM WAGE	EFFECTIVE FUTURE DATE
Arizona	Flagstaff	All employers	\$13.00	\$15.00 or \$2.00 above state minimum wage, whichever is higher	1/1/2021
				\$15.50 or \$2.00 above state minimum wage, whichever is higher	1/1/2022
California	Alameda	All employers	\$13.50	\$15.00	7/1/2020
	Belmont	All employers	\$15.00	\$15.90	1/1/2021
	Berkeley	All employers	\$15.59		
	Cupertino	All employers	\$15.35		
	Daly City	All employers	\$13.75	\$15.00	1/1/2021
	El Cerrito	All employers	\$15.37		
	Emeryville	All employers	\$16.30	\$16.42 (estimated)	7/1/2020
	Fremont	Employers with 25 or less employees	\$11.00	\$13.50	7/1/2020
				\$15.00	7/1/2021
		Employers with 26 or more employees	\$13.50	\$15.00	7/1/2020
	Long Beach	Employers that own, operate, or control hotels with 100 or more guest rooms	\$14.97		
		Long Beach Airport and Convention Center concessionaires	\$14.72		
	Los Altos	All employers	\$15.40		

STATE	LOCALITY	COVERAGE	MINIMUM WAGE AS OF JANUARY 1, 2020	FUTURE MINIMUM WAGE	EFFECTIVE FUTURE DATE
<b>California</b> (cont'd)	Los Angeles City	General industry employers with 25 or less employees	\$13.25	\$14.25	7/1/2020
				\$15.00	7/1/2021
		General industry employers with 26 or more employees	\$14.25	\$15.00	7/1/2020
	Los Angeles County (unincorporated areas)	Employers with 25 or less employees	\$13.25	\$14.25	7/1/2020
				\$15.00	7/1/2021
		Employers with 26 or more employees	\$14.25	\$15.00	7/1/2020
	Malibu	Employers with 25 or less employees	\$13.25	\$14.25	7/1/2020
				\$15.00	7/1/2021
		Employers with 26 or more employees	\$14.25	\$15.00	7/1/2020
	Menlo Park	All employers in Menlo Park	\$15.00	Annual Indexing	1/1/2021
	Milpitas	All employers	\$15.00		
	Mountain View	Employers who are subject to the Mountain View Business License Tax or who maintain a facility in Mountain View	\$16.05		
	Novato	All employers	Business with 100+ employees: \$13.00	\$15.00	7/1/2020
			Business with 26 – 99 employees: \$13.00	\$14.00	7/1/2020
			Business with 1 – 25 employees: \$12.00	\$13.00	7/1/2020

STATE	LOCALITY	COVERAGE	MINIMUM WAGE AS OF JANUARY 1, 2020	FUTURE MINIMUM WAGE	EFFECTIVE FUTURE DATE
<b>California</b> (cont'd)	Oakland	General industry employers	\$14.14		
		Employers that own, operate, or control hotels with more than 50 guest rooms	\$15.00 with health benefits; \$20.00 without health benefits		
	Palo Alto	All employers	\$15.40		
	Pasadena	Employers with 25 or less employees	\$13.25	\$14.25	7/1/2020
		Employers with 26 or more employees	\$14.25	\$15.00	7/1/2021
	Petaluma	Employers with 25 or less employees	\$14.00	\$15.00	7/1/2020
		Employers with 26 or more employees	\$15.00		
	Redwood City	All employers	\$15.38		
	Richmond	All employers	\$15.00		
	San Diego	All employers	\$13.00		
	San Francisco	All employers	\$15.59		
	San Jose	All employers	\$15.25		
	San Leandro	All employers	\$14.00	\$15.00	7/1/2020
	San Mateo	All employers	\$15.38		
	Santa Clara City	All employers	\$15.40		

STATE	LOCALITY	COVERAGE	MINIMUM WAGE AS OF JANUARY 1, 2020	FUTURE MINIMUM WAGE	EFFECTIVE FUTURE DATE
<b>California</b> (cont'd)	Santa Monica	General industry employers with 25 or less employees	\$13.25	\$14.25 \$15.00	7/1/2020 7/1/2021
		General industry employers with 26 or more employees	\$14.25	\$15.00	7/1/2020
		All hotel industry employers	\$16.63		
	Sonoma	Employers with 25 or less employees	\$12.50	\$14.00 \$15.00 \$16.00	1/1/2021 1/1/2022 1/1/2023
				\$15.00 \$16.00 \$17.00	1/1/2021 1/1/2022 1/1/2023
	South San Francisco	All businesses operating within the geographic boundaries of the City of South San Francisco	\$15.00	Annual Indexing	1/1/2021
	Sunnyvale	All employers	TBD		

STATE	LOCALITY	COVERAGE	MINIMUM WAGE AS OF JANUARY 1, 2020	FUTURE MINIMUM WAGE	EFFECTIVE FUTURE DATE
<b>Illinois</b>	Chicago	General industry employers	\$13.00		
	Cook County	All employers	\$12.00	\$13.00	7/1/2020
<b>Maine</b>	Portland	All employers	\$11.11		
<b>Maryland</b>	Montgomery County	Employers with 10 or less employees	\$12.50	\$13.00	7/1/2020
				\$13.50	7/1/2021
				\$14.00	7/1/2022
				\$14.50	7/1/2023
				\$15.00	7/1/2024
		Employers with 11 – 50 employees	\$12.50	\$13.25	7/1/2020
				\$14.00	7/1/2021
				\$14.50	7/1/2022
				\$15.00	7/1/2023
	Prince George's County	Employers with 51 or more employees	\$13.00	\$14.00	7/1/2020
				\$15.00	7/1/2021
	Prince George's County	All employers	\$11.50	State minimum wage	1/1/2021

STATE	LOCALITY	COVERAGE	MINIMUM WAGE AS OF JANUARY 1, 2020	FUTURE MINIMUM WAGE	EFFECTIVE FUTURE DATE			
Minnesota	Minneapolis	Employers with 100 or less employees	\$11.00	\$11.75	7/1/2020			
				\$12.50	7/1/2021			
				\$13.50	7/1/2022			
				\$14.50	7/1/2023			
				Equal to large employer	7/1/2024			
		Employers with 101 or more employees	\$12.25	\$13.25	7/1/2020			
				\$14.25	7/1/2021			
				\$15.00	7/1/2022			
				St. Paul	Employers with 1 – 4 employees	\$12.25	\$9.25	7/1/2020
							\$10.00	7/1/2021
	\$10.75	7/1/2022						
	\$11.50	7/1/2023						
	\$12.25	7/1/2024						
	\$13.25	7/1/2025						
	\$14.25	7/1/2026						
	\$15.00	7/1/2027						
	City rate (determined by director of labor)	7/1/2028						
	Employers with 5 – 99 employees	\$12.25	\$10.00		7/1/2020			
			\$11.00	7/1/2021				
			\$12.00	7/1/2022				



STATE	LOCALITY	COVERAGE	MINIMUM WAGE AS OF JANUARY 1, 2020	FUTURE MINIMUM WAGE	EFFECTIVE FUTURE DATE
	St. Paul (cont'd)	Employers with 5 – 99 employees (cont'd)		\$13.00	7/1/2023
				\$14.00	7/1/2024
				\$15.00	7/1/2025
				City rate	1/1/2023
		Employers with 100 – 9,999 employees		\$11.50	7/1/2020
				\$12.50	7/1/2021
				\$13.50	7/1/2022
				\$15.00	7/1/2023
		Employers with 10,000 or more employees		City rate	7/1/2024
				\$12.50	1/1/2021
				\$15.00	7/1/2022
				City rate	7/1/2023
New Mexico	Albuquerque	All employers	\$8.35 with health or child care benefits; \$9.35 without health or child care benefits		
	Bernalillo County (unincorporated area)	All employers		\$9.20	
	Las Cruces	All employers		\$10.25	
	Santa Fe (city)	All employers		\$11.80	
	Santa Fe County	All employers		\$11.80	

STATE	LOCALITY	COVERAGE	MINIMUM WAGE AS OF JANUARY 1, 2020	FUTURE MINIMUM WAGE	EFFECTIVE FUTURE DATE
New York	New York City (NYC)	All NYC employers	\$15.00		
	Fast food worker (inside NYC)	All NYC employers	\$15.00		
	Fast food worker (outside NYC)	All employers outside NYC	\$13.75	\$14.50 \$15.00	12/31/2020 7/1/2021
	Long Island and Westchester	All Long Island and Westchester employers	\$13.00	\$14.00 \$15.00	12/31/2020 12/31/2021
		<b>Note:</b> The minimum wage is based on where an employee performs work. Workers must be paid the minimum wage rate for their work location regardless of where the main office of their employer is located)			
Washington	SeaTac	All hospitality and transportation employers	\$16.34		
	Seattle	Employers with 500 or less employees	\$13.50 with health benefits; \$15.75 without health benefits		
		Employers with 501 or more employees	\$16.39		
	Tacoma	All employers	\$12.35		