

State-by-State Minimum Wage Updates for 2019 and Beyond

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In 2019, a number of states' minimum wage rates will increase.

In 2019, a number of states' minimum wage rates will increase. The below chart summarizes the rates that will increase for certain states (and several localities) at any time during 2019, including all state changes that will become effective next year.

Minimum Wage Increases for 2019

The federal minimum wage will remain at \$7.25 per hour for non-tipped employees and \$2.13 per hour for tipped employees.

The following chart lists the minimum wage increases for 2019 (and future years if available), along with the related changes in the maximum tip credit and minimum cash wage for tipped employees.

| State | Minimum Wage | Maximum Tip Credit | Minimum Cash Wage |
|-------|--------------|--------------------|-------------------|
| | | | |

| | | | (Tipped Employees) |
|-------------------|---|--|---|
| Alaska | \$9.84 (current) \$9.89 (effective 1/1/2019) | Tip credit not allowed | Tip credit not allowed |
| Arizona | \$10.50 (current) \$11.00 (effective 1/1/2019) \$12.00 (effective 1/1/2020) <i>Not applicable to “small businesses” that have less than \$500,000 in annual gross revenues and are exempt from paying minimum wage under federal law (29 U.S.C. § 206(a)). Ariz. Rev. Stat. § 23-362(B) and (C).</i> | \$3.00 (current) (unchanged) | \$7.50 (current) \$8.00 (effective 1/1/2019) \$9.00 (effective 1/1/2020) <i>The minimum cash wage may be \$3.00 per hour less than the minimum wage.</i> |
| Arkansas | \$8.50 (current) \$9.25 (effective 1/1/2019) \$10.00 (effective 1/1/2020) \$11.00 (effective 1/1/2021) | \$5.87 (current) \$6.62 (effective 1/1/2019) | \$2.63 (current) (unchanged) |
| California | <u>Employers with 26 or more employees:</u> \$11.00 (current) \$12.00 (effective 1/1/2019) \$13.00 (effective 1/1/2020) \$14.00 (effective 1/1/2021) \$15.00 (effective 1/1/2022) | Tip credit not allowed | Tip credit not allowed |

Employers with 25
or fewer employees:

\$10.50 (current)

\$11.00 (effective
1/1/2019) \$12.00
(effective 1/1/2020)

\$13.00 (effective
1/1/2021) \$14.00
(effective 1/1/2022)

\$15.00 (effective
1/1/2023) **Los**

Angeles: Employers
with 26 or more

employees: \$13.25

(current) **\$14.25**
(effective 7/1/2019)

\$15.00 (effective
7/1/2020) \$15.00
(effective 7/1/2021)

Employers with 25
or fewer employees:

\$12.00 (current)

\$13.25 (effective
7/1/2019) \$14.25
(effective 7/1/2020)

\$15.00 (effective
7/1/2021) **San**

Diego: \$11.50

(current) **\$12.00**
(effective 1/1/2019)

Santa Monica:

Employers with 26
or more employees:

\$13.25 (current)

\$14.25 (effective
7/1/2019) \$15.00
(effective 7/1/2020)

\$15.00 (effective
7/1/2021)

Employers with 25

| | | | |
|-----------------------------|--|--|--|
| | <u>or fewer employees:</u> \$12.00 (current) \$13.25 (effective 7/1/2019) \$14.25 (effective 7/1/2020) \$15.00 (effective 7/1/2021) | | |
| Colorado | \$10.20 (current) \$11.10 (effective 1/1/2019) \$12.00 (effective 1/1/2020) | \$3.02 (current) (unchanged) | \$7.18 (current) \$8.08 (effective 1/1/2019) \$8.98 (effective 1/1/2020) |
| Delaware | \$8.25 (current) \$8.75 (effective 1/1/2019) \$9.25 (effective 10/1/2019) | \$6.02 (current) \$6.52 (effective 1/1/2019) \$7.02 (effective 10/1/2019) | \$2.23 (current) (unchanged) |
| District of Columbia | \$13.25 (current) \$14.00 (effective 7/1/2019) \$15.00 (effective 7/1/2020) | \$9.36 (current) \$9.55 (effective 7/1/2019) \$10.00 (effective 7/1/2020) | \$3.89 (current) \$4.45 (effective 7/1/2019) \$5.00 (effective 7/1/2020) |
| Florida | \$8.25 (current) \$8.46 (effective 1/1/2019) | \$3.02 (current) (unchanged) | \$5.23 (current) \$5.44 (effective 1/1/2019) |
| Illinois | Chicago: \$12.00 (current) \$13.00 (effective 7/1/2019) Cook County: \$11.00 (current) \$12.00 (effective 7/1/2019) | Chicago: \$5.75 (current) TBD (effective 7/1/2019) Cook County: \$5.90 (current) TBD (effective 7/1/2019) | Chicago: \$6.25 (current) TBD (effective 7/1/2019) Cook County: \$5.10 (current) TBD (effective 7/1/2019) |
| Maine | \$10.00 (current) \$11.00 (effective | \$5.00 (current) \$5.50 (effective | \$5.00 (current) \$5.50 (effective |

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|----------------------|---|---|--|
| | 1/1/2019) \$12.00 (effective 1/1/2020) | 1/1/2019) \$6.00 (effective 1/1/2020) | 1/1/2019) \$6.00 (effective 1/1/2020) |
| Maryland | Montgomery County: <u>Employers with 51 or more employees:</u> \$12.25 (current) \$13.00 (effective 7/1/2019) <u>Employers with 50 or fewer employees:</u> \$12.00 (current) \$12.50 (effective 7/1/2019) | Montgomery County: <u>Employers with 51 or more employees:</u> \$8.25 (current) \$9.00 (effective 7/1/2019) <u>Employers with 50 or fewer employees:</u> \$8.50 (effective 7/1/2019) | Montgomery County: <u>Employers with 51 or more employees:</u> \$4.00 (current) (unchanged) <u>Employers with 50 or fewer employees:</u> \$4.00 (current) (unchanged) |
| Massachusetts | \$11.00 (current) \$12.00 (effective 1/1/2019) \$12.75 (effective 1/1/2020) \$13.50 (effective 1/1/2021) \$14.25 (effective 1/1/2022) \$15.00 (effective 1/1/2023) | \$7.25 (current) \$7.65 (effective 1/1/2019) \$7.80 (effective 1/1/2020) \$7.95 (effective 1/1/2021) \$8.10 (effective 1/1/2022) \$8.25 (effective 1/1/2023) | \$3.75 (current) \$4.35 (effective 1/1/2019) \$4.95 (effective 1/1/2020) \$5.55 (effective 1/1/2021) \$6.15 (effective 1/1/2022) \$6.75 (effective 1/1/2023) |
| Michigan | \$9.25 (current) \$9.45 (est. effective <u>late 3/2019</u>)* \$9.65 (effective 1/1/2020) \$9.87 (effective 1/1/2021) \$10.10 (effective 1/1/2022) \$10.33 (effective 1/1/2023) \$10.56 (effective 1/1/2024) \$10.80 (effective 1/1/2025) | \$5.73 (current) \$5.86 (est. effective <u>late 3/2019</u>)* <i>The tip credit will continue to be the difference between the tipped minimum cash wage rate and the applicable minimum wage rate.</i> | \$3.52 (current) \$3.59 (est. effective <u>late 3/2019</u>)* <i>The tipped minimum cash wage is equal to 38 percent of the applicable minimum wage rate.</i> |

| | | | |
|------------------|---|------------------------|------------------------|
| | <p>\$11.04 (effective 1/1/2026) \$11.29 (effective 1/1/2027) \$11.54 (effective 1/1/2028) \$11.79 (effective 1/1/2029) \$12.05 (effective 1/1/2030) *Pursuant to amended legislation signed into law on December 14, 2018; expected to go into effect in late March 2019, depending on the date the current legislative session ends.</p> | | |
| Minnesota | <p><u>Large Employers</u> (annual gross sales of \$500,000 or more): \$9.65 (current) \$9.86 (effective 1/1/2019)</p> <p><u>Small Employers</u> (annual gross sales of less than \$500,000): \$7.87 (current) \$8.04 (effective 1/1/2019)</p> <p>Minneapolis: <u>Large Employers</u> (more than 100 total employees): \$11.25 (current) \$12.25 (effective 7/1/2019) \$13.25 (effective 7/1/2020) \$14.25</p> | Tip credit not allowed | Tip credit not allowed |

| | | | |
|-------------------|--|--|--|
| | (effective 7/1/2021) \$15.00 (effective 7/1/2022) <u>Small Employers</u> (100 or fewer total employees): \$10.25 (current) \$11.00 (effective 7/1/2019) \$11.75 (effective 7/1/2020) \$12.50 (effective 7/1/2021) \$13.50 (effective 7/1/2022) | | |
| Missouri | \$7.85 (current) \$8.60 (effective 1/1/2019) \$9.45 (effective 1/1/2020) \$10.30 (effective 1/1/2021) \$11.15 (effective 1/1/2022) \$12.00 (effective 1/1/2023) <i>Not applicable to retail and service businesses whose annual gross sales are less than \$500,000.</i> | \$3.92 (current) \$4.30 (effective 1/1/2019) | \$3.93 (current) \$4.30 (effective 1/1/2019) |
| Montana | \$8.30 (current) \$8.50 (effective 1/1/2019) | Tip credit not allowed | Tip credit not allowed |
| New Jersey | \$8.60 (current) \$8.85 (effective 1/1/2019) | \$6.47 (current) \$6.72 (effective 1/1/2019) | \$2.13 (current) (unchanged) |
| New Mexico | Albuquerque: \$8.95 (current) | Albuquerque: \$3.60 (current) | Albuquerque: \$5.35 (current) \$5.50 |

| | | | |
|-----------------|--|---|--|
| | <p>\$9.20 (effective 1/1/2019)</p> <p><u>Employers providing healthcare and/or childcare benefits of at least \$2,500:</u></p> <p>\$7.95 (current)</p> <p>\$8.20 (effective 1/1/2019)</p> | <p>\$3.70 (effective 1/1/2019)</p> <p><u>Employers providing healthcare and/or childcare benefits of at least \$2,500:</u></p> <p>\$2.60 (current)</p> <p>\$2.70 (effective 1/1/2019)</p> | (effective 1/1/2019) |
| New York | <p>\$10.40 (current)</p> <p>\$11.10 (effective 12/31/2018) \$11.80 (effective 12/31/2019) \$12.50 (effective 12/31/2020) <u>Fast Food Workers:</u></p> <p>\$11.75 (current)</p> <p>\$12.75 (effective 12/31/2018) \$13.75 (effective 12/31/2019) \$14.50 (effective 12/31/2020) \$15.00 (effective 7/1/2021)</p> <p>New York City: <u>Employers with 11 or more employees:</u></p> <p>\$13.00 (current)</p> <p>\$15.00 (effective 12/31/2018)</p> <p><u>Employers with 10 or fewer employees:</u></p> <p>\$12.00 (current)</p> <p>\$13.50 (effective 12/31/2018) \$15.00 (effective</p> | <p><u>Hospitality Industry.</u></p> <p><i>Currently varies based on position within the hospitality industry and type of employer.</i></p> <p><u>Tipped Service Employees:</u></p> <p>\$1.75 (current)</p> <p>\$1.85 (effective 12/31/2018) <u>Tipped Food Service Workers:</u> \$2.90 (current) \$3.60 (effective 12/31/2018) New York City:</p> <p><u>Employers with 11 or more employees:</u></p> <p><u>Tipped Service Employees:</u> \$2.15 (current) \$2.50 (effective 12/31/2018) <u>Tipped Food Service Workers:</u> \$4.35 (current) \$5.00 (effective</p> | <p><u>Hospitality Industry.</u></p> <p><i>Currently varies based on position within the hospitality industry and type of employer.</i></p> <p><u>Tipped Service Employees:</u> \$8.65 (current) \$9.25 (effective 12/31/2018) <u>Tipped Food Service Workers:</u> \$7.50 (current) \$7.50 (unchanged) (12/31/2018) New York City: <u>Employers with 11 or more employees:</u> <u>Tipped Service Employees:</u> \$10.85 (current) \$12.50 (effective 12/31/2018) <u>Tipped Food Service Workers:</u> \$8.65 (current) \$10.00 (effective 12/31/2018)</p> <p><u>Employers with 10 or</u></p> |

| | | | |
|-------------|--|--|---|
| | <p>12/31/2019) <u>Fast Food Workers (NYC)</u>: \$13.50 (current) \$15.00 (effective 12/31/2018)</p> <p>Nassau, Suffolk, and Westchester Counties: \$11.00 (current) \$12.00 (effective 12/31/2018) \$13.00 (effective 12/31/2019) \$14.00 (effective 12/31/2020) \$15.00 (effective 12/31/2021)</p> | <p>12/31/2018) <u>Employers with 10 or fewer employees: Tipped Service Employees</u>: \$2.00 (current) \$2.25 (effective 12/31/2018) <u>Tipped Food Service Workers</u>: \$4.00 (current) \$4.50 (effective 12/31/2018)</p> <p>Nassau, Suffolk, and Westchester Counties: Tipped Service Employees: \$1.85 (current) \$2.00 (effective 12/31/2018) <u>Tipped Food Service Workers</u>: \$3.50 (current) \$4.00 (effective 12/31/2018) <i>All service employees must meet tip thresholds for employer to claim tip credit.</i></p> | <p><u>fewer employees: Tipped Service Employees</u>: \$10.00 (current) \$11.25 (effective 12/31/2018) <u>Tipped Food Service Workers</u>: \$8.00 (current) \$9.00 (effective 12/31/2018) Nassau, Suffolk, and Westchester Counties: Tipped Service Employees: \$9.15 (current) \$10.00 (effective 12/31/2018) <u>Tipped Food Service Workers</u>: \$7.50 (current) \$8.00 (effective 12/31/2018) <i>All service employees must meet tip thresholds for employer to claim tip credit.</i></p> |
| Ohio | <p>\$8.30 (current) \$8.55 (effective 1/1/2019) <u>Small Employers</u> (annual gross receipts of \$314,000 or less per year after 1/1/2019): \$7.25 (effective 1/1/2019)</p> | <p>\$4.15 (current) \$4.25 (effective 1/1/2019)</p> | <p>\$4.15 (current) \$4.30 (effective 1/1/2019)</p> |

| | | | |
|----------------------------|--|--|-------------------------------------|
| <p>Oregon</p> | <p><u>Standard Minimum Wage Rate:</u> \$10.75 (current) \$11.25 (effective 7/1/2019) \$12.00 (effective 7/1/2020) \$12.75 (effective 7/1/2021) \$13.50 (effective 7/1/2022) Portland Metro Employers (i.e., employers located within the urban growth boundary of a metropolitan service district): \$12.00 (current) \$12.50 (effective 7/1/2019) \$13.25 (effective 7/1/2020) \$14.00 (effective 7/1/2021) \$14.75 (effective 7/1/2022) Employers in Nonurban Counties: \$10.50 (current) \$11.00 (effective 7/1/2019) \$11.50 (effective 7/1/2020) \$12.00 (effective 7/1/2021) \$12.50 (effective 7/1/2022)</p> | <p>Tip credit not allowed</p> | <p>Tip credit not allowed</p> |
| <p>Rhode Island</p> | <p>\$10.10 (current) \$10.50 (effective 1/1/2019)</p> | <p>\$6.21 (current) \$6.61 (effective 1/1/2019)</p> | <p>\$3.89 (current) (unchanged)</p> |
| <p>South Dakota</p> | <p>\$8.85 (current)</p> | <p>\$4.42 (current)</p> | <p>\$4.43 (current)</p> |

| | | | |
|-------------------|---|---|---|
| | \$9.10 (effective 1/1/2019) | \$4.55 (effective 1/1/2019) | \$4.55 (effective 1/1/2019) |
| Vermont | <p>\$10.50 (current)</p> <p>\$10.78 (effective 1/1/2019)</p> | <p>\$5.25 (current)</p> <p>\$5.39 (effective 1/1/2019) <i>Applies only to “service or tipped employees,” defined as employees of a hotel, motel, tourist place, or restaurant who regularly earn more than \$120 per month in tips for direct and personal customer service.</i></p> | <p>\$5.25 (current)</p> <p>\$5.39 (effective 1/1/2019) <i>Applies only to “service or tipped employees,” defined as employees of a hotel, motel, tourist place, or restaurant who regularly earn more than \$120 per month in tips for direct and personal customer service.</i></p> |
| Washington | <p>\$11.50 (current)</p> <p>\$12.00 (effective 1/1/2019) \$13.50 (effective 1/1/2020)</p> <p>Seattle: <u>Large Employers</u> (more than 500 employees worldwide), <i>regardless of payments toward an employee’s medical benefits (no longer a 2-tiered system for large employers as of 2019):</i> \$15.45 (current) \$16.00 (effective 1/1/2019)</p> <p><u>Small Employers</u> (500 or fewer</p> | Tip credit not allowed | Tip credit not allowed |

| | | | |
|--|--|--|--|
| | <p>employees worldwide) who <i>do not</i> contribute towards an individual employee’s medical benefits: \$14.00 (current) \$15.00 (effective 1/1/2019) \$15.75 (effective 1/1/2020) <u>Small Employers</u> (500 or fewer employees worldwide) who <i>do</i> pay toward an individual employee’s medical benefits: \$11.50 (current) \$12.00 (effective 1/1/2019) \$13.50 (effective 1/1/2020) Tacoma: \$12.00 (current) \$12.35 (effective 1/1/2019)</p> | | |
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We will continue to monitor and update you on any developments regarding state and local minimum wage rates.

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