

STATE MINIMUM WAGE ANALYSIS

November 10, 2014

States	Current	2015	2016	2017	2018	Annual Cost of Living Adjustment	Notes
Alabama	None						
Alaska	\$7.75	\$8.75	\$9.75			X	Annual cost of living adjustment to minimum wage begins in 2017
Arizona	\$7.90	\$8.05				X	Minimum wage is adjusted annually based on cost of living increases
Arkansas	\$6.25	\$7.50	\$8.00	\$8.50			Minimum wage doesn't apply to employers with fewer than 4 employees
California	\$9.00	\$9.00	\$10.00				
Colorado	\$8.00	\$8.23				X	Annual cost of living adjustment begins
Connecticut	\$8.70	\$9.15	\$9.60	\$10.10			
Delaware	\$7.75	\$8.25					Minimum wage changes on June 1 of the given year
District of Columbia	\$9.50	\$10.50	\$11.50			X	- Annual cost of living adjustment to minimum wage begin in 2017 - Minimum wage changes on July 1 of the given year
Florida	\$7.93	\$8.05				X	Minimum wage is adjusted annually based on cost of living increases
Georgia	\$5.15						Minimum wage only applies to employers not covered by the FLSA with six or more employees
Hawaii	\$7.25	\$7.75	\$8.50	\$9.25	\$10.10		
Idaho	\$7.25						
Illinois	\$8.25						Minimum wage doesn't apply to employers with fewer than 4 employees
Indiana	\$7.25						Minimum wage doesn't apply to employers with only one employee
Iowa	\$7.25						
Kansas	\$7.25						
Kentucky	\$7.25						
Louisiana	None						
Maine	\$7.50						
Maryland	\$7.25	\$8.00/ \$8.25	\$8.75	\$9.25	\$10.10		Minimum wage changes on January 1 and July 1, 2015 and then on every July 1 thereafter
- Prince George's and Montgomery Counties	\$8.40	\$9.55	\$10.75	\$11.50			Minimum wage changes on October 1 of the given year
Massachusetts	\$8.00	\$9.00	\$10.00	\$11.00			
Michigan	\$8.15	\$8.15	\$8.50	\$8.90	\$9.25	X	- Annual cost of living adjustment to minimum wage begins in 2019 - Minimum wage doesn't apply to employers with only one employee
Minnesota						X	
- Large employers	\$8.00	\$9.00	\$9.50				- Annual cost of living adjustment to minimum wage begins in 2017 - Minimum wage changes on 8/1 of the given year;
- Small employers	\$6.50	\$7.25	\$7.75				- Annual cost of living adjustment to minimum wage begins in 2017 - Minimum wage changes on 8/1 of the given year;
Mississippi	None						
Missouri	\$7.50					X	- Minimum wage is adjusted annually based on cost of living increases - Minimum wage doesn't apply to employers with gross annual sales or business receipts less than \$500,000

States	Current	2015	2016	2017	2018	Annual Cost of Living Adjustment	Notes
Montana						X	
- General	\$7.90	\$8.05					Minimum wage is adjusted annually based on cost of living increases
- Businesses not subject to FLSA with gross annual sales \$110,00 or less	\$4.00						
Nebraska	\$7.25	\$8.00	\$9.00				Minimum wage doesn't apply to employers with fewer than 4 employees
Nevada						X	
- with insurance benefit	\$7.25						Minimum wage is adjusted annually based on cost of living increases
- without insurance benefit	\$8.25						Minimum wage is adjusted annually based on cost of living increases
New Hampshire	\$7.25						
New Jersey	\$8.25	\$8.38				X	Minimum wage is adjusted annually based on cost of living increases
New Mexico	\$7.50						
New York	\$8.00	\$8.75	\$9.00				
North Carolina	\$7.25						
North Dakota	\$7.25						
Ohio						X	
- General	\$7.95						Minimum wage is adjusted annually based on cost of living increases
- Businesses that gross under \$297,000 a year	\$7.25						
Oklahoma	\$7.25						Applies to employers with 10 or more full-time employees at one location and employers with annual gross sales over \$100,000 regardless of the number of employees
Oregon	\$9.10	\$9.25				X	Minimum wage is adjusted annually based on cost of living increases
Pennsylvania	\$7.25						
Rhode Island	\$8.00						
South Carolina	None						
South Dakota	\$7.25	\$8.50				X	Minimum wage is adjusted annually based on cost of living increases
Tennessee	None						
Texas	\$7.25						
Utah	\$7.25						
Vermont	\$8.73	\$9.15	\$9.60	\$10.00	\$10.50	X	- Annual cost of living adjustment to minimum wage begins in 2019; - Minimum wage doesn't apply to employers with only one employee
Virginia	\$7.25						Minimum wage doesn't apply to employers with fewer than 4 employees
Washington	\$9.32	\$9.47				X	Minimum wage is adjusted annually based on cost of living increases
West Virginia	\$7.25	\$8.00	\$8.75				Minimum wage doesn't apply to employers with fewer than 6 employees
Wisconsin	\$7.25						
Wyoming	\$5.15						

* The information provided in this analysis is for informational purposes only and is not intended, nor should it be taken as, legal advice. Although the rates above apply to most employers in the states above, there are some exceptions, some which are noted and some which are not. If you are uncertain whether the minimum wage rates listed above apply to your situation, it is recommended that you review the state laws specific to your situation and/or consult a professional to help.