

## Minimum Wage Update for Various Jurisdictions

Various jurisdictions have increased their minimum wage rates. If applicable, you must increase the pay rate for exempt and/or non-exempt employees to meet the new minimum wage. For New York, the pay rate increase is effective on or before December 31, 2018. For all other jurisdictions and federal contractors, the increase is effective on or before January 1, 2019. An updated poster is not required provided that the employer has the most recent poster already on display. If needed, employers should order a new minimum wage poster. The minimum wage rate is based on the employee's work location.

Please note this is not a complete list of all current minimum wages in effect at this time.

### Exempt State Updates

Standard	Annual Salary	Monthly Salary	Semi-Monthly Salary	Bi-Weekly Salary	Weekly Salary
Alaska					
Paid on a salary <u>or</u> fee basis at a rate of not less than 2 times the state minimum wage for the first 40 hours of employment each week, excluding employer-furnished board or lodging.	<b>2019:</b> \$41,142.40	<b>2019:</b> \$3,428.53	<b>2019:</b> \$1,714.27	<b>2019:</b> \$1,582.40	<b>2019:</b> \$791.20
California					
<b>26 or More Employees</b> Earn a monthly <u>salary</u> equivalent to no less than 2 times the state minimum wage for full time employment (employment in which an employee is employed for 40 hours per week).	<b>2019:</b> \$49,920	<b>2019:</b> \$4,160	<b>2019:</b> \$2,080	<b>2019:</b> \$1,920	<b>2019:</b> \$960
<b>25 or Fewer Employees</b>	<b>2019:</b> \$45,760	<b>2019:</b> \$3,813.34	<b>2019:</b> \$1,906.67	<b>2019:</b> \$1,760	<b>2019:</b> \$880

Earn a monthly <u>salary</u> equivalent to no less than 2 times the state minimum wage for full time employment (employment in which an employee is employed for 40 hours per week).					
Colorado					
<b>Executive or Supervisor:</b> Earn in excess of the equivalent of the minimum wage for all hours worked in a workweek.  <u>Note:</u> Administrative and professional exemptions only require an employee be paid a salary ( <i>i.e.</i> , salary is not tied to hours worked like it is for executives / supervisors).	<b>2019:</b> Exceed \$23,088 / \$28, 860 / \$34,632  <u>Note:</u> Dollar figures based on working 40, 50, or 60 hours per week	<b>2019:</b> Exceed \$1,924 / \$2,405 / \$2,886  <u>Note:</u> Dollar figures based on working 40, 50, or 60 hours per week	<b>2019:</b> Exceed \$962 / \$1,202.50 / \$1,443  <u>Note:</u> Dollar figures based on working 40, 50, or 60 hours per week	<b>2019:</b> Exceed \$888 / \$1,110 / \$1,332  <u>Note:</u> Dollar figures based on working 40, 50, or 60 hours per week	<b>2019:</b> Exceed \$444 / \$555 / \$666  <u>Note:</u> Dollar figures based on working 40, 50, or 60 hours per week
Maine					
Regular compensation, when converted to an annual rate, exceeds 3000 times the state minimum wage or the annualized FLSA rate set by the U.S. Labor Department, whichever is higher	<b>2019:</b> Exceed \$33,000	<b>2019:</b> Exceed \$2,750	<b>2019:</b> Exceed \$1,375	<b>2019:</b> Exceed \$1,269.23	<b>2019:</b> Exceed \$634.61
New York					
<b>New York City (11 or More Employees)</b> <b>Executive or Administrative</b> <u>Option 1:</u> Paid for services a <u>salary</u> , including board, lodging, or other allowances and facilities.  <u>Option 2:</u> Pay the state minimum wage rate and overtime at 1.5 times the state minimum wage.	<b>2018:</b> \$50,700 <b>2019:</b> \$58,500  <u>Note:</u> Increases occur each 12/31. The rate for a year also includes (for the last day of that year) the rate	<b>2018:</b> \$4,225 <b>2019:</b> \$4,875  <u>Note:</u> Increases occur each 12/31. The rate for a year also includes (for the last day of that year) the rate	<b>2018:</b> \$2,112.50 <b>2019:</b> \$2,437.50  <u>Note:</u> Increases occur each 12/31. The rate for a year also includes (for the last day of that year) the rate	<b>2018:</b> \$1,950 <b>2019:</b> \$2,250  <u>Note:</u> Increases occur each 12/31. The rate for a year also includes (for the last day of that year) the rate	<b>2018:</b> \$975 <b>2019:</b> \$1,125  <u>Note:</u> Increases occur each 12/31. The rate for a year also includes (for the last day of that year) the rate

<p><u>Notes</u></p> <ul style="list-style-type: none"> <li>Increases begin 12/31/16 &amp; occur each 12/31. The rate for a year also includes (for the last day of that year) the rate identified in the next year.</li> <li>The professional test does not contain a pay component.</li> <li>Chart covers Option 1. Minimum salary is 75 times the state minimum wage.</li> </ul>	<p>identified in the next year.</p>	<p>identified in the next year.</p>	<p>identified in the next year.</p>	<p>identified in the next year.</p>	<p>identified in the next year.</p>
<p><b>New York City (10 or Fewer Employees)</b></p> <p><b>Executive or Administrative</b></p> <p><u>Option 1:</u> Paid for services a salary, including board, lodging, or other allowances and facilities.</p> <p><u>Option 2:</u> Pay the state minimum wage rate and overtime at 1.5 times the state minimum wage.</p> <p><u>Notes</u></p> <ul style="list-style-type: none"> <li>Increases begin 12/31/16 &amp; occur each 12/31. The rate for a year also includes (for the last day of that year) the rate identified in the next year.</li> <li>The professional test does not contain a pay component.</li> <li>Chart covers Option 1. Minimum salary is 75 times the state minimum wage.</li> </ul>	<p><b>2018:</b> \$46,800 <b>2019:</b> \$52,650</p> <p><u>Note:</u> Increases occur each 12/31. The rate for a year also includes (for the last day of that year) the rate identified in the next year.</p>	<p><b>2018:</b> \$3,900 <b>2019:</b> \$4,387.50</p> <p><u>Note:</u> Increases occur each 12/31. The rate for a year also includes (for the last day of that year) the rate identified in the next year.</p>	<p><b>2018:</b> \$1,950 <b>2019:</b> \$2,193.75</p> <p><u>Note:</u> Increases occur each 12/31. The rate for a year also includes (for the last day of that year) the rate identified in the next year.</p>	<p><b>2018:</b> \$1,800 <b>2019:</b> \$2,025</p> <p><u>Note:</u> Increases occur each 12/31. The rate for a year also includes (for the last day of that year) the rate identified in the next year.</p>	<p><b>2018:</b> \$900 <b>2019:</b> \$1,012.50</p> <p><u>Note:</u> Increases occur each 12/31. The rate for a year also includes (for the last day of that year) the rate identified in the next year.</p>
<p><b>Nassau, Suffolk &amp; Westchester Counties</b></p>	<p><b>2018:</b> \$42,900 <b>2019:</b> \$46,800</p>	<p><b>2018:</b> \$3,575 <b>2019:</b> \$3,900</p>	<p><b>2018:</b> \$1,787.50 <b>2019:</b> \$1,950</p>	<p><b>2018:</b> \$1,650 <b>2019:</b> \$1,800</p>	<p><b>2018:</b> \$825 <b>2019:</b> \$900</p>

<p><b>Executive or Administrative</b></p> <p><u>Option 1:</u> Paid for services a <u>salary, including</u> board, lodging, or other allowances and facilities.</p> <p><u>Option 2:</u> Pay the state minimum wage rate and overtime at 1.5 times the state minimum wage.</p> <p><u>Notes</u></p> <ul style="list-style-type: none"> <li>Increases begin 12/31/16 &amp; occur each 12/31. The rate for a year also includes (for the last day of that year) the rate identified in the next year.</li> <li>The professional test does not contain a pay component.</li> <li>Chart covers Option 1. Minimum salary is 75 times the state minimum wage.</li> </ul>	<p><u>Note:</u> Increases occur each 12/31. The rate for a year also includes (for the last day of that year) the rate identified in the next year.</p>	<p><u>Note:</u> Increases occur each 12/31. The rate for a year also includes (for the last day of that year) the rate identified in the next year.</p>	<p><u>Note:</u> Increases occur each 12/31. The rate for a year also includes (for the last day of that year) the rate identified in the next year.</p>	<p><u>Note:</u> Increases occur each 12/31. The rate for a year also includes (for the last day of that year) the rate identified in the next year.</p>	<p><u>Note:</u> Increases occur each 12/31. The rate for a year also includes (for the last day of that year) the rate identified in the next year.</p>
<p><b>Remainder of State</b></p> <p><b>Executive or Administrative</b></p> <p><u>Option 1:</u> Paid for services a <u>salary, including</u> board, lodging, or other allowances and facilities.</p> <p><u>Option 2:</u> Pay the state minimum wage rate and overtime at 1.5 times the state minimum wage.</p> <p><u>Notes</u></p> <ul style="list-style-type: none"> <li>Increases begin 12/31/16 &amp; occur each 12/31. The rate for a year also includes (for the last day of that year) the rate identified in the next year.</li> </ul>	<p><b>2018:</b> \$40,560</p> <p><b>2019:</b> \$43,264</p> <p><u>Note:</u> Increases occur each 12/31. The rate for a year also includes (for the last day of that year) the rate identified in the next year.</p>	<p><b>2018:</b> \$3,380</p> <p><b>2019:</b> \$3,605.34</p> <p><u>Note:</u> Increases occur each 12/31. The rate for a year also includes (for the last day of that year) the rate identified in the next year.</p>	<p><b>2018:</b> \$1,690</p> <p><b>2019:</b> \$1,802.67</p> <p><u>Note:</u> Increases occur each 12/31. The rate for a year also includes (for the last day of that year) the rate identified in the next year.</p>	<p><b>2018:</b> \$1,560</p> <p><b>2019:</b> \$1,664</p> <p><u>Note:</u> Increases occur each 12/31. The rate for a year also includes (for the last day of that year) the rate identified in the next year.</p>	<p><b>2018:</b> \$780</p> <p><b>2019:</b> \$832</p> <p><u>Note:</u> Increases occur each 12/31. The rate for a year also includes (for the last day of that year) the rate identified in the next year.</p>

<ul style="list-style-type: none"> <li>The professional test does not contain a pay component.</li> <li>Chart covers Option 1. Minimum salary is 75 times the state minimum wage. The only time the multiplier differs is for 12/31/18 – 12/30/19 (74.96).</li> </ul>					
Oregon					
<p><b>General</b></p> <p>Earns a salary and is paid on a <u>salary</u> basis, excluding board, lodging, or other facilities. A salary is no less than the state minimum wage multiplied by 2,080 hours per year then divided by 12 months. It is a predetermined amount constituting all or part of the employee's compensation paid for each pay period of 1 week or longer (but not to exceed 1 month).</p>	<p><b>2019:</b> \$22,360 (1/1) / \$23,400 (7/1)</p>	<p><b>2019:</b> \$1,863.33 (1/1) / \$1,950 (7/1)</p>	<p><b>2019:</b> \$931.67 (1/1) / \$975 (7/1)</p>	<p><b>2019:</b> \$860 (1/1) / \$900 (7/1)</p>	<p><b>2019:</b> \$430 (1/1) / \$450 (7/1)</p>
<p><b>Urban</b></p> <p>Earns a salary and is paid on a <u>salary</u> basis, excluding board, lodging, or other facilities. A salary is no less than the state minimum wage multiplied by 2,080 hours per year then divided by 12 months. It is a predetermined amount constituting all or part of the employee's compensation paid for each pay period of 1 week or longer (but not to exceed 1 month).</p>	<p><b>2019:</b> \$24,960 (1/1) / \$26,000 (7/1)</p>	<p><b>2019:</b> \$2,080 (1/1) / \$2,166.67 (7/1)</p>	<p><b>2019:</b> \$1,040 (1/1) / \$1,083.34 (7/1)</p>	<p><b>2019:</b> \$960 (1/1) / \$1,000 (7/1)</p>	<p><b>2019:</b> \$480 (1/1) / \$500 (7/1)</p>
<p><b>Nonurban</b></p> <p>Earns a salary and is paid on a <u>salary</u> basis, excluding board, lodging, or other facilities. A salary is no less than the state</p>	<p><b>2019:</b> \$21,840 (1/1) / \$22,880 (7/1)</p>	<p><b>2019:</b> \$1,820 (1/1) / \$1,906.67 (7/1)</p>	<p><b>2019:</b> \$910 (1/1) / \$953.34 (7/1)</p>	<p><b>2019:</b> \$840 (1/1) / \$880 (7/1)</p>	<p><b>2019:</b> \$420 (1/1) / \$440 (7/1)</p>

minimum wage multiplied by 2,080 hours per year then divided by 12 months. It is a predetermined amount constituting all or part of the employee's compensation paid for each pay period of 1 week or longer (but not to exceed 1 month).

### New York Effective Date 12/31/2018

State	Rate	Tip Rate	Detail
New York City	\$15.00	\$12.75 (L) \$11.35 (H) Generally \$12.50 Hospitality \$10.00 Fast Food	11 or more employees
New York City	\$13.50	\$11.45 (L) \$10.20 (H) Generally \$11.25 Hospitality \$9.00 Fast Food	10 or fewer employees
New York (Nassau, Suffolk & Westchester Counties)	\$12.00	\$10.20 (L) \$9.05 (H) Generally \$10.00 Hospitality	
New York (Remainder of NY State)	\$11.10	\$9.45 (L) \$8.40 (H) Generally \$9.25 Hospitality	
New York (Outside of NY City)	\$12.75	\$7.50 Fast Food	Fast Food only outside of NY City

### Federal Contractors Effective Date 1/1/2019

Federal Contractors	\$10.60	\$7.40	<a href="https://www.federalregister.gov/documents/2018/09/04/2018-19166/establishing-a-minimum-wage-for-contractors-notice-of-rate-change-in-effect-as-of-january-1-2019">https://www.federalregister.gov/documents/2018/09/04/2018-19166/establishing-a-minimum-wage-for-contractors-notice-of-rate-change-in-effect-as-of-january-1-2019</a>
---------------------	---------	--------	---

## States/Localities Effective Date 1/1/2019

State/City/County	Rate	Tip Rate	Additional Details
Alaska	\$9.89	\$9.89	
Arizona	\$11.00	\$8.00	
• Flagstaff	\$12.00	\$9.00	<a href="http://www.flagstaff.az.gov/index.aspx?NID=3520">http://www.flagstaff.az.gov/index.aspx?NID=3520</a>
Arkansas	\$9.25		This minimum wage increase does not affect Arkansas's tip credit, which is codified at Arkansas Code Section 11-4-212.
California State	\$12.00 \$11.00	\$12.00 \$11.00	26 or more employees 25 or fewer employees
California			
• El Cerrito	\$15.00	\$15.00	<a href="http://www.el-cerrito.org/index.aspx?NID=940">http://www.el-cerrito.org/index.aspx?NID=940</a>
• Mountain View	\$15.65	\$15.65	<a href="http://www.mountainview.gov/depts/comdev/economicdev/city_minimum_wage.asp">http://www.mountainview.gov/depts/comdev/economicdev/city_minimum_wage.asp</a>
• Oakland	\$13.80	\$13.80	<a href="http://www2.oaklandnet.com/oakca1/groups/contracting/documents/marketingmaterial/oak061391.pdf">http://www2.oaklandnet.com/oakca1/groups/contracting/documents/marketingmaterial/oak061391.pdf</a>
• Palo Alto	\$15.00	\$15.00	<a href="https://www.cityofpaloalto.org/civicax/filebank/documents/67988">https://www.cityofpaloalto.org/civicax/filebank/documents/67988</a>
• Richmond	\$15.00	\$15.00	Without Benefits - <a href="http://www.ci.richmond.ca.us/2615/Minimum-Wage-Ordinance">http://www.ci.richmond.ca.us/2615/Minimum-Wage-Ordinance</a>
• Richmond	\$13.50	\$13.50	With Benefits - <a href="http://www.ci.richmond.ca.us/2615/Minimum-Wage-Ordinance">http://www.ci.richmond.ca.us/2615/Minimum-Wage-Ordinance</a>
• San Jose	\$15.00	\$15.00	<a href="https://www.sanjoseca.gov/minimumwage">https://www.sanjoseca.gov/minimumwage</a>
• Santa Clara	\$15.00	\$15.00	<a href="http://santaclaraca.gov/businesses/business-services/minimum-wage-ordinance">http://santaclaraca.gov/businesses/business-services/minimum-wage-ordinance</a>
• Sunnyvale	\$15.65	\$15.65	<a href="https://sunnyvale.ca.gov/business/doingbusiness/wage.htm">https://sunnyvale.ca.gov/business/doingbusiness/wage.htm</a>
• San Diego	\$12.00	\$12.00	<a href="https://www.sandiego.gov/treasurer/minimum-wage-program">https://www.sandiego.gov/treasurer/minimum-wage-program</a>
• San Mateo	\$15.00	\$15.00	Generally - <a href="http://www.cityofsanmateo.org/index.aspx?NID=3278">http://www.cityofsanmateo.org/index.aspx?NID=3278</a>
• San Mateo	\$13.50	\$13.50	Non-Profit - <a href="http://www.cityofsanmateo.org/index.aspx?NID=3278">http://www.cityofsanmateo.org/index.aspx?NID=3278</a>
• Los Altos	\$15.00	\$15.00	<a href="http://www.losaltosca.gov/ed/page/minimum-wage">http://www.losaltosca.gov/ed/page/minimum-wage</a>
• Cupertino	\$15.00	\$15.00	
• Belmont	\$13.50	\$13.50	
• Redwood City	\$13.50	\$13.50	
Colorado	\$11.10	\$8.08	

Delaware	\$8.75	\$2.23	
Florida	\$8.46	\$5.44	
<ul style="list-style-type: none"> <li>Miami *</li> </ul>	*\$11.31 ON HOLD		*Ruled INVALID but city intends to appeal the decision
Maine	\$11.00	\$5.50	
Massachusetts	\$12.00	\$4.35*	*Tipped EE's must be paid OT for per daily shift instead of weekly.
Michigan*Pending	\$10.00	\$4.80	Approx. April 1, 2019, if passed. Eff. 1/1/2019 but allowed up to 90 days to comply.
Minnesota	\$9.86	\$9.86	Large Employer (Gross annual wages not less than \$500k)
Minnesota	\$8.04	\$8.04	Small Employer (Gross annual wages less than \$500k). <ul style="list-style-type: none"> <li>Additionally, a separate minimum wage rate is available when a covered hotel, motel, lodging establishment, or resort enters into a contract with an employee working on a summer work travel exchange visitor program nonimmigrant visa ("J visa"), and the contract includes a provision that the employer will provide food or lodging benefit.</li> </ul>
Missouri	\$8.60	\$4.30	
Montana	\$8.50	\$8.50	
New Jersey	\$8.85	\$2.13	
New Mexico			
<ul style="list-style-type: none"> <li>Albuquerque</li> <li>Albuquerque</li> <li>Bernalillo County (Unincorporated)</li> <li>Bernalillo County (Unincorporated)</li> <li>Las Cruces</li> </ul>	\$9.20 \$8.20 \$9.05 \$8.05 \$10.10	\$5.50 \$5.50 \$2.13 \$2.13 \$4.04	Without Benefits – <a href="https://www.cabq.gov/legal/news/albuquerque-minimum-wage-2019">https://www.cabq.gov/legal/news/albuquerque-minimum-wage-2019</a> With Benefits - <a href="https://www.cabq.gov/legal/news/albuquerque-minimum-wage-2019">https://www.cabq.gov/legal/news/albuquerque-minimum-wage-2019</a>  <a href="http://www.las-cruces.org/en/departments/public-information-office/hot-topics/minimum-wage-2019">http://www.las-cruces.org/en/departments/public-information-office/hot-topics/minimum-wage-2019</a>
Ohio	\$8.55	\$4.30	Applies to employers with gross annual receipts exceeding \$314k
Rhode Island	\$10.50	\$3.89	
South Dakota	\$9.10	\$4.55	
Vermont	\$10.78	\$5.39	



Washington	\$12.00	\$12.00	4 or more employees
• SeaTac	\$16.09	\$16.09	<a href="http://www.seatacwa.gov/home/showdocument?id=25356">http://www.seatacwa.gov/home/showdocument?id=25356</a>
• Seattle	\$16.00	\$16.00	Large Employers (501 or More Employees)
• Seattle	\$12.00	\$12.00	Small Employers (500 or Fewer Employees) with Benefits and/or Tips
• Seattle	\$15.00	\$15.00	Small Employers (500 or Fewer Employees) without Benefits and/or Tips
• Tacoma	\$12.35	\$12.35	

Posters can be accessed via the links noted below, downloaded, and printed.

Electronic versions of federal and state posters can be found at the following link: [www.hraen.com/states.htm](http://www.hraen.com/states.htm).

Electronic versions of city and county posters can be found at the following link: [www.hraen.com/city.htm](http://www.hraen.com/city.htm).

*\*The vendor provided in the links above is working diligently on making sure all posters are the latest copy but from time to time this may not be the case, e.g. some posters are not yet available by the government site. If you find any poster which has not been updated, please let us know.*

**Call to Action:** Please contact your Service Team or Relationship Manager with any questions regarding minimum wage, poster requirements, or obtaining required posters.

*\* Produced in partnership with Littler Mendelson P.C.*