

Eye On Washington

Legislative Update



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Legislative Trends: Upcoming Increases to Minimum Wage Round-Up – 2019

The following chart shows the current minimum wage for non-tipped and tipped employees and the next scheduled increase (if any) for each state, the District of Columbia and numerous local jurisdictions. It is important to note that the rates reflected are those required to be paid by “large” private-sector employers subject to the Fair Labor Standards Act. Rates that may be paid in certain states by “small employers” as defined by applicable state law, to individuals under a certain age (e.g., youth wage), to a certain classification of employees (e.g., fast food workers) or to employees during a “training” period are not reflected.

State / Local	Current Minimum Wage Per Hour	Current Tipped Employee Cash Wage Per Hour	Next Scheduled Increase Minimum Wage Per Hour	Next Scheduled Increase Tipped Employee Cash Wage Per Hour
Alabama	\$7.25	\$2.13	None	None
Alaska	\$9.84	\$9.84	\$9.89 (1/1/19)	\$9.89 (1/1/19)
Arizona	\$10.50	\$7.50	\$11.00 (1/1/19)	\$8.00 (1/1/19)
Flagstaff	\$11.00	\$8.00	\$12.00 (1/1/19)	\$9.00 (1/1/19)
Arkansas	\$8.50	\$2.63	\$9.25 (1/1/19)	\$2.63 1/1/19
California	\$11.00	\$11.00	\$12.00 (1/1/19)	\$12.00 (1/1/19)
Alameda City	\$11.00	\$11.00	\$13.50 (7/1/19)	\$13.50 (7/1/19)
Belmont	\$12.50	\$12.50	\$13.50 (1/1/19)	\$13.50 (1/1/19)
Berkeley	\$15.00	\$15.00	Annual Indexing (10/1/19)	Annual Indexing (10/1/19)
Cupertino	\$13.50	\$13.50	\$15.00 (1/1/19)	\$15.00 (1/1/19)
El Cerrito	\$13.60	\$13.60	\$15.00 (1/1/19)	\$15.00 (1/1/19)
Emeryville	\$15.69	\$15.69	Annual Indexing (7/1/19)	Annual Indexing (7/1/19)
Los Altos	\$13.50	\$13.50	\$15.00 (1/1/19)	\$15.00 (1/1/19)
Los Angeles	\$13.25	\$13.25	\$14.25 (7/1/19)	\$14.25 (7/1/19)
Los Angeles County	\$13.25	\$13.25	\$14.25 (7/1/19)	\$14.25 (7/1/19)
Malibu	\$13.25	\$13.25	\$14.25 (7/1/19)	\$14.25 (7/1/19)
Milpitas	\$13.50	\$13.50	\$15.00 (7/1/19)	\$15.00 (7/1/19)
Mountain View	\$15.00	\$15.00	\$15.65 (1/1/19)	\$15.65 (1/1/19)
Oakland	\$13.23	\$13.23	\$13.80 (1/1/19)	\$13.80 (1/1/19)
Palo Alto	\$13.50	\$13.50	\$15.00 (1/1/19)	\$15.00 (1/1/19)
Pasadena	\$13.25	\$13.25	To be reviewed in Feb 2019 for increase effective 7/1/19	To be reviewed in Feb 2019 for increase effective 7/1/19

Eye On Washington

Legislative Update



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State / Local	Current Minimum Wage Per Hour	Current Tipped Employee Cash Wage Per Hour	Next Scheduled Increase Minimum Wage Per Hour	Next Scheduled Increase Tipped Employee Cash Wage Per Hour
Redwood City	\$11.00	\$11.00	\$13.50 (1/1/19)	\$13.50 (1/1/19)
Richmond	\$13.41 (\$11.91 if employer pays toward insurance) (1/1/19)	\$13.41 (\$11.91 if employer pays toward medical insurance) (1/1/19)	\$15.00 (\$13.50 if employer pays toward medical insurance) (1/1/19)	\$15.00 (\$13.50 if employer pays toward medical insurance) (1/1/19)
San Diego	\$11.50	\$11.50	\$12.00 (1/1/19)	\$12.00 (1/1/19)
San Francisco	\$15.00	\$15.00	Annual Indexing (7/1/19)	Annual Indexing (7/1/19)
San Jose	\$13.50	\$13.50	\$15.00 (1/1/19)	\$15.00 (1/1/19)
San Leandro	\$13.00	\$13.00	\$14.00 (7/1/19)	\$14.00 (7/1/19)
Santa Clara	\$13.00	\$13.00	\$15.00 (1/1/19)	\$15.00 (1/1/19)
San Mateo	\$13.50	\$13.50	\$15.00 (1/1/19)	\$15.00 (1/1/19)
Santa Monica	\$13.25	\$13.25	\$14.25 (7/1/19)	\$14.25 (7/1/19)
Sunnyvale	\$15.00	\$15.00	\$15.65 (1/1/19)	\$15.65 (1/1/19)
Colorado	\$10.20	\$7.18	\$11.10 (1/1/19)	\$8.08 (1/1/19)
Connecticut	\$10.10	\$6.38 Wait staff \$8.32 Bartenders	None	None
Delaware	\$8.25	\$2.23	\$8.75 (1/1/19) \$9.25 (10/1/19)	None None
District of Columbia	\$13.25	\$3.89	\$14.00 (7/1/19)	\$4.45 (7/1/19)
Florida	\$8.25	\$5.23	\$8.46 (1/1/19)	\$5.44 (1/1/19)
Georgia	\$7.25 (if covered under FLSA) \$5.15 (if not covered under FLSA)	\$2.13	None	None
Hawaii	\$10.10	\$9.35 (\$0.75 tip credit only if employee earns \$7.00 more than the minimum wage through tips and wages)	Unknown	Unknown
Idaho	\$7.25	\$3.35	None	None
Illinois	\$8.25	\$4.95	None	None

Eye On Washington

Legislative Update



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State / Local	Current Minimum Wage Per Hour	Current Tipped Employee Cash Wage Per Hour	Next Scheduled Increase Minimum Wage Per Hour	Next Scheduled Increase Tipped Employee Cash Wage Per Hour
Chicago	\$12.00	\$6.25	\$13.00 (7/1/19)	Increase w/CPI 7/1/19
Cook County	\$11.00	\$5.10	\$12.00 (7/1/19)	Adjusted for Inflation (7/1/19)
Indiana	\$7.25	\$2.13	None	None
Iowa	\$7.25	\$4.35	None	None
Kansas	\$7.25	\$2.13	None	None
Kentucky	\$7.25	\$2.13	None	None
Louisiana	\$7.25	\$2.13	None	None
Maine	\$10.00	\$5.00	\$11.00 (1/1/19)	\$5.50 (1/1/19)
Portland	\$10.90	\$5.00	\$11.00 (1/1/19)	\$5.50 (1/1/19)
Maryland	\$10.10	\$3.63	Unknown	Unknown
Montgomery County	\$12.25	\$4.00	\$13.00 (7/1/19)	None
Prince George's County	\$11.50	\$3.63	None	None
Massachusetts	\$11.00	\$3.75	\$12.00 (1/1/19)	\$4.35 (1/1/19)
Michigan***	\$9.25	\$3.52	\$9.45 (Between 3/20 and 4/1/19)	\$3.59 (Between 3/20 and 4/1/19)
Minnesota	\$9.65	\$9.65	\$9.86 (1/1/19)	\$9.86 (1/1/19)
Minneapolis	\$11.25	\$11.25	\$12.25 (7/1/19)	\$12.25 (7/1/19)
St. Paul	Follow Minnesota	Follow Minnesota	Employers with more than 10,000 Employees \$12.50 (1/1/20) Employers with more than 100 Employees \$11.50 (7/1/20) Employers with 100 or fewer Employees \$10.00 (7/1/20)	Employers with more than 10,000 Employees \$12.50 (1/1/20) Employers with more than 100 Employees \$11.50 (7/1/20)
Mississippi	\$7.25	\$2.13	None	None
Missouri	\$7.85	\$3.925	\$8.60 (1/1/19)	\$4.30 (1/1/19)
Montana	\$8.30	\$8.30	\$8.50 (1/1/19)	\$8.50 (1/1/19)
Nebraska	\$9.00	\$2.13	None	None
Nevada	\$8.25 (\$7.25 if employer provides employee opportunity to elect qualifying health insurance)	\$8.25 (\$7.25 if employer provides employee opportunity to elect qualifying health insurance)	Annual Indexing (7/1/19)	Annual Indexing (7/1/19)

Eye On Washington Legislative Update



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State / Local	Current Minimum Wage Per Hour	Current Tipped Employee Cash Wage Per Hour	Next Scheduled Increase Minimum Wage Per Hour	Next Scheduled Increase Tipped Employee Cash Wage Per Hour
New Hampshire	\$7.25	\$3.26	None	None
New Jersey	\$8.60	\$2.13	\$8.85	None
New Mexico	\$7.50	\$2.13	None	None
Albuquerque	\$8.95 (\$7.95 if the employee's employer provides healthcare and/or childcare benefits to the employee during any pay period and the employer pays an amount for these benefits equal to or in excess of an annualized cost of \$2,500.00).	\$5.35	\$9.20 (\$8.20 if the employee's employer provides healthcare and/or childcare benefits to the employee during any pay period and the employer pays an amount for these benefits equal to or in excess of an annualized cost of \$2,500.00) (1/1/19)	\$5.50 (1/1/19)
Bernalillo County	\$8.950 (\$7.95 if the employee's employer provides healthcare and/or childcare benefits to the employee during any pay period and the employer pays an amount for these benefits equal to or in excess of an annualized cost of \$2,500.00)	\$2.13	\$9.05 (\$8.05 if the employee's employer provides healthcare and/or childcare benefits to the employee during any pay period and the employer pays an amount for these benefits equal to or in excess of an annualized cost of \$2,500.00) (1/1/19)	\$2.13 (1/1/19)
Las Cruces	\$9.20	\$3.68	\$10.10 (1/1/19)	\$4.04 (1/1/19)
Santa Fe	\$11.40	\$2.13	Annual Indexing (3/1/19)	None
Santa Fe County	\$11.40	\$3.41	Annual Indexing (3/1/19)	Annual Indexing (3/1/19)
New York	\$10.40	\$7.50	\$11.10 (12/31/18)	\$7.85 (12/31/19)
New York City	\$13.00	\$8.65	\$15.00 (12/31/18)	\$10.00 (12/31/18)
Nassau, Suffolk, Westchester Counties	\$11.00	\$7.50	\$12.00 (12/31/18)	\$8.00 (12/31/18)
North Carolina	\$7.25	\$2.13	None	None
North Dakota	\$7.25	\$4.86	None	None

Eye On Washington

Legislative Update



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State / Local	Current Minimum Wage Per Hour	Current Tipped Employee Cash Wage Per Hour	Next Scheduled Increase Minimum Wage Per Hour	Next Scheduled Increase Tipped Employee Cash Wage Per Hour
Ohio	\$8.30	\$4.15	\$8.55 (1/1/19)	\$4.30 (1/1/19)
Oklahoma	\$7.25	\$2.13	None	None
Oregon	\$10.75	\$10.75	\$11.25 (7/1/19)	\$11.25 (7/1/19)
Portland Urban Growth Boundary	\$12.00	\$12.00	\$12.50 (7/1/19)	\$12.50 (7/1/19)
Non-Urban Counties	\$10.50	\$10.50	\$11.00 (7/1/19)	\$11.00 (7/1/19)
Pennsylvania	\$7.25	\$2.83	None	None
Rhode Island	\$10.10	\$3.89	\$10.50 (1/1/19)	None
South Carolina	\$7.25	\$2.13	None	None
South Dakota	\$8.85	\$4.425	\$9.10 (1/1/19)	\$4.55 (1/1/19)
Tennessee	\$7.25	\$2.13	None	None
Texas	\$7.25	\$2.13	None	None
U.S. Virgin Islands	\$10.50	\$4.20	None	None
Utah	\$7.25	\$2.13	None	None
Vermont	\$10.50	\$5.25	\$10.78 (1/1/19)	\$5.39 (1/1/19)
Virginia	\$7.25	\$2.13	None	None
Washington	\$11.50	\$11.50	\$12.00 (1/1/19)	\$12.00 (1/1/19)
Seattle	Does employer pay toward medical benefits? Yes = \$15.00 No = \$15.45	Does employer pay toward medical benefits? Yes = \$15.00 No = \$15.45	\$16.00 (1/1/19) Two-tiered minimum for large employers eliminated beginning 1/1/19	\$16.00 (1/1/19) Two-tiered minimum for large employers eliminated beginning 1/1/19
SeaTac	\$15.64 (hospitality and transportation employees)	\$15.64 (hospitality and transportation employees)	\$16.09 (hospitality and transportation employees) (1/1/19)	\$16.09 (hospitality and transportation employees) (1/1/19)
Tacoma	\$12.00	\$12.00	\$12.35	\$12.35
West Virginia	\$8.75	\$2.63	None	None
Wisconsin	\$7.25	\$2.33	None	None
Wyoming	\$7.25	\$2.13	None	None

*** The Michigan law increasing the minimum wage becomes effective 90 days after the current legislative session ends. The legislature is scheduled to adjourn between December 20 and December 31, which would put the effective date between March 20 and April 1, 2019. At the time of this writing, the Michigan legislature was still in session so a firm date is not yet known. We will continue to monitor and report when an actual effective date is known.



Eye On Washington

Legislative Update



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