



Here's a state-by-state rundown of minimum wage rates for 2020. Bear in mind that, when a state has no minimum wage or a minimum wage lower than the federal rate, employees covered by the federal Fair Labor Standards Act must be paid the federal minimum wage of \$7.25 per hour for 2020.

*Note:* States where the minimum wage has increased since the beginning of 2019 are shown in bold face.

<b>Alabama</b>	<b>No minimum wage</b>
<b>Alaska</b>	<b>\$10.19</b>
<b>Arizona</b>	<b>\$12.00</b>
<b>Arkansas</b>	<b>\$10.00</b>
<b>California</b>	<b>\$13.00 (\$12.00 for employers with 25 or fewer employees)</b>
<b>Colorado</b>	<b>\$12.00</b>
<b>Connecticut</b>	<b>\$11.00, effective 10/1/2019; \$12.00 effective 9/1/2020</b>
<b>Delaware</b>	<b>\$9.25, effective 10/1/2019</b>
<b>District of Columbia</b>	<b>\$14.00, effective 7/1/2019; \$15.00, effective 7/1/2020</b>
<b>Florida</b>	<b>\$8.56</b>
Georgia	\$5.15
Hawaii	\$10.10
Idaho	\$7.25
<b>Illinois</b>	<b>\$9.25; \$10.00, effective 7/1/2020</b>
Indiana	\$7.25
Iowa	\$7.25
Kansas	\$7.25
Kentucky	\$7.25
Louisiana	No minimum wage
<b>Maine</b>	<b>\$12.00</b>
<b>Maryland</b>	<b>\$11.00</b>
<b>Massachusetts</b>	<b>\$12.75</b>
<b>Michigan</b>	<b>\$9.65</b>
<b>Minnesota</b>	<b>\$10.00 (\$8.15 for employers with annual receipts less than \$500,000)</b>
Mississippi	No minimum wage



<b>Missouri</b>	<b>\$9.45</b>
<b>Montana</b>	<b>\$8.65 (\$4.00 for employer with gross annual sales of \$110,000 or less)</b>
Nebraska	\$9.00
<b>Nevada</b>	<b>\$7.25 (\$8.25 if employer does not provide health benefits); \$8.00 (\$9.00 if employer does not provide health benefits), effective 7/1/2020</b>
New Hampshire	\$7.25
<b>New Jersey</b>	<b>\$11.00</b>
<b>New Mexico</b>	<b>\$9.00</b>
<b>New York</b>	<b>\$11.80, effective 12/31/2019 (NYC, Nassau, Suffolk, Westchester counties \$15.00)</b>
North Carolina	\$7.25
North Dakota	\$7.25
<b>Ohio</b>	<b>\$8.70 (\$7.25 for employer with annual receipts of \$314,000 or less)</b>
Oklahoma	\$7.25
<b>Oregon</b>	<b>\$11.25, effective 7/1/2019 (Metro Portland area \$12.50; rural area \$11.00); \$12.00, effective 7/1/2020 (Metro Portland area \$13.25; rural area \$11.50)</b>
Pennsylvania	\$7.25
Rhode Island	\$10.50
South Carolina	No minimum wage
<b>South Dakota</b>	<b>\$9.30</b>
Tennessee	No minimum wage
Texas	\$7.25
Utah	\$7.25
<b>Vermont</b>	<b>\$10.96</b>
Virginia	\$7.25
<b>Washington</b>	<b>\$13.50</b>
West Virginia	\$8.75
Wisconsin	\$7.25
Wyoming	\$5.15

*Note:* The Executive Order Minimum Wage for federal contractors is \$10.80 per hour for 2020.

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