


UNITED STATES DEPARTMENT OF LABOR
Employment Standards Administration

August 13, 2009 [Find It!](#) | [A to Z Index](#) | Search: All DOL ESA

[DOL Home](#) > [ESA](#) > [WHD](#)

Wage and Hour Division (WHD)

[Printer-Friendly Version](#)

ESA
OFCCP
OLMS
OWCP
▶ WHD



To promote and achieve compliance with labor standards to protect and enhance the welfare of the nation's workforce.

[Compliance Assistance](#)

[WHD Regulatory Library](#)

[State Labor Law Topics](#)

[News Room](#)

Minimum Wage Laws in the States - July 24, 2009

[Historical Table](#)

Click on any state or jurisdiction to find out about applicable minimum wage laws.

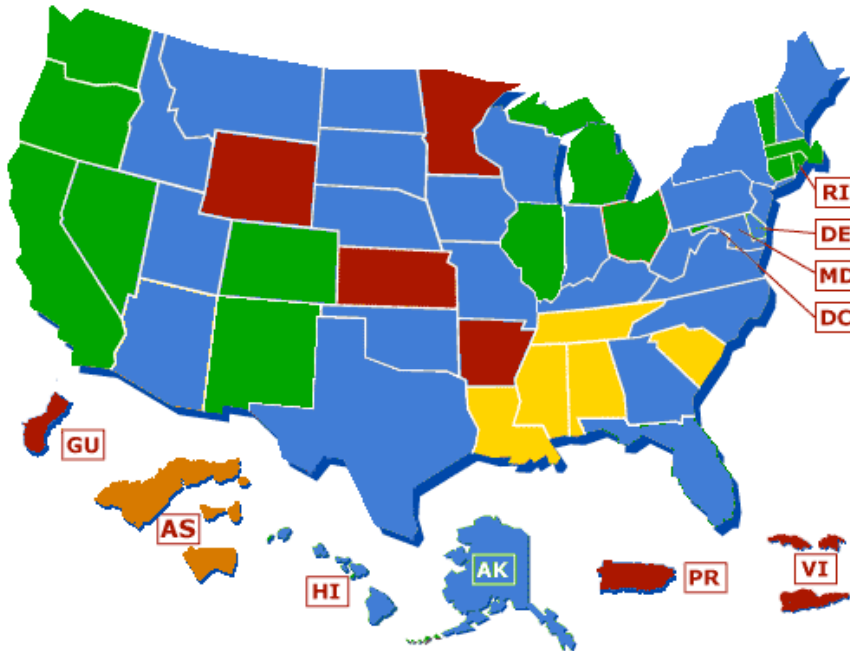
Note: Where Federal and state law have different minimum wage rates, the higher standard applies.

[About Wage-Hour](#)

[Contact Us](#)

[E-mail Alerts](#)

[ARRA Information](#)



- States with minimum wage rates higher than the Federal
- States with minimum wage rates the same as the Federal
- American Samoa has [special minimum wage rates](#)
- States with no minimum wage law
- States with minimum wage rates lower than the Federal

**Minimum Wage and Overtime Premium Pay Standards Applicable to
Nonsupervisory NONFARM *Private Sector* Employment
Under State and Federal Laws
July 24, 2009 ¹**

[Consolidated State Minimum Wage Update Table](#)

Alabama Minimum Wage Rates

ALABAMA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
No state minimum wage law.				

 [Back to Top](#)

Alaska Minimum Wage Rates

ALASKA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.25	8	40

Under a voluntary flexible work hour plan approved by the Alaska Department of Labor, a 10 hour day, 40 hour workweek may be instituted with premium pay after 10 hours a day instead of after 8 hours.

The premium overtime pay requirement on either a daily or weekly basis is not applicable to employers of fewer than 4 employees.

 [Back to Top](#)

AMERICAN SAMOA

American Samoa has [special minimum wage rates](#).

 [Back to Top](#)

Arizona Minimum Wage Rates

ARIZONA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.25		

Rate is increased annually based upon a cost of living formula.

 [Back to Top](#)

Arkansas Minimum Wage Rates

ARKANSAS	Future	Basic Minimum Rate	Premium Pay After

	Effective Date	(per hour)	Designated Hours ²	
			Daily	Weekly
(Applicable to employers of 4 or more employees)		\$6.25	N/A	40

 [Back to Top](#)

California Minimum Wage Rates

CALIFORNIA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$8.00	8 Over 12 (double time)	40; on 7th day: First 8 hours (time and half) Over 8 hours on 7th day (double time)

Any work in excess of eight hours in one workday and any work in excess of 40 hours in one workweek and the first eight hours worked on the seventh day of work in any one workweek shall be at the rate of one and one-half times the regular rate of pay. Any work in excess of 12 hours in one day and any work in excess of eight hours on any seventh day of a workweek shall be paid no less than twice the regular rate of pay. California Labor Code section 310. Exceptions apply to an employee working pursuant to an alternative workweek adopted pursuant to applicable Labor Code sections and for time spent commuting. (See Labor Code sections 510 for exceptions).

 [Back to Top](#)

Colorado Minimum Wage Rates

COLORADO	Future Effective Date	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.28	12	40

Minimum wage rate and overtime provisions applicable to retail and service, commercial support service, food and beverage, and health and medical industries.

Rate is increased annually based upon a cost of living formula.

 [Back to Top](#)

Connecticut Minimum Wage Rates

CONNECTICUT	Future Effective Date	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$8.00		40
	01/01/10	\$8.25		

In restaurants and hotel restaurants, for the 7th consecutive day of work, premium pay is required at time and one half the minimum rate.

The Connecticut minimum wage rate automatically increases to 1/2 of 1 percent above the rate set in the Fair Labor Standards Act if the Federal minimum wage rate equals or becomes higher than the State minimum.

 [Back to Top](#)

Delaware Minimum Wage Rates

DELAWARE	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.25		

The Delaware minimum wage is automatically replaced with the Federal minimum wage rate if it is higher than the State minimum.

 [Back to Top](#)

District of Columbia Minimum Wage Rates

DISTRICT OF COLUMBIA	Future Effective Date	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$8.25		40

In the District of Columbia, the rate is automatically set at \$1 above the Federal minimum wage rate if the District of Columbia rate is lower.

 [Back to Top](#)

Florida Minimum Wage Rates

FLORIDA	Future Effective Date	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.25		N/A

Rate is increased annually based upon a cost of living formula.

 [Back to Top](#)

Georgia Minimum Wage Rates

GEORGIA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
<i>(Applicable to employers of 6 or more employees)</i>		\$7.25		

The State law excludes from coverage any employment that is subject to the Federal Fair

Labor Standards Act when the Federal rate is greater than the State rate.

[▲ Back to Top](#)

Guam Minimum Wage Rates

GUAM	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$5.85		40

[▲ Back to Top](#)

Hawaii Minimum Wage Rates

HAWAII	Future Effective Date	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.25		40

An employee earning a guaranteed monthly compensation of \$2,000 or more is exempt from the State minimum wage and overtime law.

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act unless the State wage rate is higher than the Federal.

[▲ Back to Top](#)

Idaho Minimum Wage Rates

IDAHO	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.25		

[▲ Back to Top](#)

Illinois Minimum Wage Rates

ILLINOIS	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
<i>(Applicable to employers of 4 or more employees, excluding family members)</i>	07/01/2010	\$8.00 \$8.25		40

[▲ Back to Top](#)

Indiana Minimum Wage Rates

INDIANA	Future Effective	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²
---------	------------------	------------------------------	---

	Date		Daily	Weekly
(Applicable to employers of 2 or more employees)		\$7.25		40

[▲ Back to Top](#)

Iowa Minimum Wage Rates

IOWA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.25		

The Iowa minimum wage is automatically replaced with the Federal minimum wage rate if it is higher than the State minimum.

[▲ Back to Top](#)

Kansas Minimum Wage Rates

KANSAS	Future Effective Date	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$2.65		46
	01/01/2010	\$7.25		

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act.

[▲ Back to Top](#)

Kentucky Minimum Wage Rates

KENTUCKY	Future Effective Date	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.25		40 7th day

The 7th day overtime law, which is separate from the minimum wage law differs in coverage from that in the minimum wage law and requires premium pay on the seventh day for those employees who work seven days in any one workweek.

The state adopts the Federal minimum wage rate by reference if the Federal rate is greater than the State rate.

Compensating time in lieu of overtime is allowed upon written request by an employee of any county, charter county, consolidated local government, or urban-county government, including an employee of a county-elected official.

[▲ Back to Top](#)

Louisiana Minimum Wage Rates

LOUISIANA	Future Effective Date	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
<i>There is no state minimum wage law.</i>		N/A		N/A

 [Back to Top](#)

Maine Minimum Wage Rates

MAINE	Future Effective Date	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.25		40
	10/01/2009	\$7.50		

The Maine minimum wage is automatically replaced with the Federal minimum wage rate if it is higher than the State minimum with the exception that any such increase is limited to no more than \$1.00 per hour above the current legislated State rate.

 [Back to Top](#)

Maryland Minimum Wage Rates

MARYLAND	Future Effective Date	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.25		40

The Maryland minimum wage is automatically replaced with the Federal minimum wage rate if it is higher than the State minimum wage rate.

 [Back to Top](#)

Massachusetts Minimum Wage Rates

MASSACHUSETTS	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$8.00		40

The Massachusetts minimum wage rate automatically increases to 10 cents above the rate set in the Fair Labor Standards Act if the Federal minimum wage equals or becomes higher than the State minimum.

 [Back to Top](#)

Michigan Minimum Wage Rates

MICHIGAN	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly

(Applicable to employers of 2 or more employees)		\$7.40		40
--	--	--------	--	----

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act unless the State wage rate is higher than the Federal.

 [Back to Top](#)

Minnesota Minimum Wage Rates

MINNESOTA	Future Effective Date	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
Large employer (enterprise with annual receipts of \$625,000 or more)		\$6.15		48
Small employer (enterprise with annual receipts of less than \$625,000)		\$5.25		48

 [Back to Top](#)

Mississippi Minimum Wage Rates

MISSISSIPPI	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
No state minimum wage law.		N/A		N/A

 [Back to Top](#)

Missouri Minimum Wage Rates

MISSOURI	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.25		40

In addition to the exemption for federally covered employment, the law exempts, among others, employees of a retail or service business with gross annual sales or business done of less than \$500,000.

Premium pay required after 52 hours in seasonal amusement or recreation businesses.

Minimum wage is to be increased or decreased by a cost of living factor starting January 1, 2008 and every January 1 thereafter.

 [Back to Top](#)

Montana Minimum Wage Rates

MONTANA	Future Effective	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
---------	------------------	------------------------------	---	--

	Date		Daily	Weekly
		\$7.25		
State Law <i>Except businesses with gross annual sales of \$110,000 or less</i>		\$4.00		40

Minimum wage is subject to a cost of living adjustment done by September 30 of each year and effective on January 1 of the following year.

 [Back to Top](#)

Nebraska Minimum Wage Rates

NEBRASKA	Future Effective Date	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
<i>(Applicable to employers of 4 or more employees)</i>		\$7.25		

 [Back to Top](#)

Nevada Minimum Wage Rates

NEVADA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.55 (with no health ins. benefits provided by employer)	8	40
		\$6.55 (with health ins. benefits provided by employer and received by employee)		

The premium overtime pay requirement on either a daily or weekly basis is not applicable to employees who are compensated at not less than one and one-half times the minimum rate or to employees of enterprises having a gross annual sales volume of less than \$250,000.

The basic hourly rate is increased to \$6.55 when the employer offers the employee a qualified health plan.

 [Back to Top](#)

New Hampshire Minimum Wage Rates

NEW HAMPSHIRE	Future Effective Date	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.25		40

The New Hampshire minimum wage is automatically replaced with the Federal minimum wage rate if it is higher than the State minimum.

 [Back to Top](#)

New Jersey Minimum Wage Rates

NEW JERSEY	Future Effective Date	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.25		40

 [Back to Top](#)

New Mexico Minimum Wage Rates

NEW MEXICO	Future Effective Date	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.50		40

 [Back to Top](#)

New York Minimum Wage Rates

NEW YORK	Future Effective Date	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.25		40

The New York minimum wage is automatically replaced with the Federal minimum wage rate if it is higher than the State minimum.

 [Back to Top](#)

North Carolina Minimum Wage Rates

NORTH CAROLINA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.25		40

Premium pay is required after 45 hours a week in seasonal amusements or recreational establishments.

 [Back to Top](#)

North Dakota Minimum Wage Rates

NORTH DAKOTA	Future Effective Date	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.25		40

 [Back to Top](#)

Ohio Minimum Wage Rates

OHIO	Future Effective Date	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
State Law		\$7.30		40

 [Back to Top](#)

Oklahoma Minimum Wage Rates

OKLAHOMA	Future Effective Date	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
<i>Employers of ten or more full time employees at any one location and employers with annual gross sales over \$100,000 irrespective of number of full time employees.</i>		\$7.25		
All other employers.		\$2.00		

The Oklahoma state minimum wage law does not contain current dollar minimums. Instead the state adopts the Federal minimum wage rate by reference.

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act.

 [Back to Top](#)

Oregon Minimum Wage Rates

OREGON	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$8.40		40

Premium pay required after 10 hours a day in nonfarm canneries, driers, or packing plants and in mills, factories or manufacturing establishments (excluding sawmills, planing mills, shingle mills, and logging camps).

Beginning January 1, 2004, and annually thereafter, the rate will be adjusted for inflation by a calculation using the U.S. City Average Consumer Price Index for All Urban Consumers for All Items. The wage amount established will be rounded to the nearest five cents.

 [Back to Top](#)

Pennsylvania Minimum Wage Rates

PENNSYLVANIA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.25		40

 [Back to Top](#)

Puerto Rico Minimum Wage Rates

PUERTO RICO	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$4.10	8 <i>And on statutory rest day (double time)</i>	40 <i>(double time)</i>

Employers covered by the Federal Fair Labor Standards Act (FLSA) are subject only to the Federal minimum wage and all applicable regulations. Employers not covered by the FLSA will be subject to a minimum wage that is at least 70 percent of the Federal minimum wage or the applicable mandatory decree rate, whichever is higher. The Secretary of Labor and Human Resources may authorize a rate based on a lower percentage for any employer who can show that implementation of the 70 percent rate would substantially curtail employment in that business.

Puerto Rico also has minimum wage rates that vary according to the industry. These rates range from a minimum of \$4.25 to \$7.25 per hour.

 [Back to Top](#)

Rhode Island Minimum Wage Rates

RHODE ISLAND	Future Effective Date	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.40		40

Time and one-half premium pay for work on Sundays and holidays in retail and certain other businesses is required under two laws that are separate from the minimum wage law.

 [Back to Top](#)

South Carolina Minimum Wage Rates

SOUTH CAROLINA	Future Effective Date	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
<i>No state minimum wage law.</i>		N/A		N/A

 [Back to Top](#)

South Dakota Minimum Wage Rates

SOUTH DAKOTA	Future Effective Date	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.25		

 [Back to Top](#)

Tennessee Minimum Wage Rates

TENNESSEE	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
<i>No state minimum wage law.</i>		N/A		N/A

The state does have a promised wage law whereby the employers are responsible for paying to the employees the wages promised by the employer.

 [Back to Top](#)

Texas Minimum Wage Rates

TEXAS	Future Effective Date	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.25		

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act.

The Texas State minimum wage law does not contain current dollar minimums. Instead the State adopts the Federal minimum wage rate by reference.

 [Back to Top](#)

Utah Minimum Wage Rates

UTAH	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.25		

The Utah state minimum wage law does not contain current dollar minimums. Instead the state law authorizes the adoption of the Federal minimum wage rate via administrative action.

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act.

 [Back to Top](#)

Vermont Minimum Wage Rates

VERMONT	Future Effective Date	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
<i>(Applicable to employers of two or more employees)</i>		\$8.06		40

The State overtime pay provision has very limited application because it exempts numerous

types of establishments, such as retail and service; seasonal amusement/recreation; hotels, motels, restaurants; and transportation employees to whom the Federal (FLSA) overtime provision does not apply.

The Vermont minimum wage is automatically replaced with the Federal minimum wage rate if it is higher than the State minimum.

Beginning January 1, 2007, and on each subsequent January 1, the minimum wage rate shall be increased by five percent or the percentage increase of the Consumer Price Index, or city average, not seasonally adjusted.

 [Back to Top](#)

Virginia Minimum Wage Rates

VIRGINIA	Future Effective Date	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
<i>(Applicable to employers of 4 or more employees)</i>		\$7.25		

The Virginia state minimum wage law does not contain current dollar minimums. Instead the state adopts the Federal minimum wage rate by reference.

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act.

 [Back to Top](#)

Virgin Islands Minimum Wage Rates

VIRGIN ISLANDS	Future Effective Date	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
State law		\$6.15	8	40 <i>On 6th and 7th consecutive days.</i>
<i>Except businesses with gross annual receipts of less than \$150,000.</i>		\$4.30		

 [Back to Top](#)

Washington Minimum Wage Rates

WASHINGTON	Future Effective Date	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$8.55		40

Premium pay not applicable to employees who request compensating time off in lieu of premium pay.

Beginning January 1, 2001, and annually thereafter, the rate will be adjusted for inflation by a calculation using the consumer price index for urban wage earners and clerical workers for the prior year.

 [Back to Top](#)

West Virginia Minimum Wage Rates

WEST VIRGINIA	Future Effective Date	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
(Applicable to employers of 6 or more employees at one location)		\$7.25		40

 [Back to Top](#)

Wisconsin Minimum Wage Rates

WISCONSIN	Future Effective Date	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.25		40

 [Back to Top](#)

Wyoming Minimum Wage Rates

WYOMING	Future Effective Date	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$5.15		

 [Back to Top](#)

¹ Like the Federal wage and hour law, State law often exempts particular occupations or industries from the minimum labor standard generally applied to covered employment. Particular exemptions are not identified in this table. Users are encouraged to consult the laws of particular States in determining whether the State's minimum wage applies to a particular employment. This information often may be found at the websites maintained by State labor departments. Links to these websites are available at www.dol.gov/esa/contacts/state_of.htm.

² The overtime premium rate is one and one-half times the employee's regular rate, unless otherwise specified.

This document was last revised in July 2009.

Consolidated State Minimum Wage Update Table (Effective Date: 07/24/2009)

> Federal MW	Equals Federal MW of \$7.25	< Federal MW	No MW Required
CA - 8.00	AK	AR - 6.25	AL
CO - 7.28	AZ	KS - 2.65**	LA
CT - 8.00	DE	MN - 6.15	MS
DC - 8.25	FL	WY - 5.15	SC
IL - 8.00	GA		TN
MA - 8.00	HI		
MI - 7.40	IA	4 States	
NV - 7.55	ID		5 States

U.S. Department of Labor, Frances Perkins Building, 200 Constitution Ave., NW, Washington, DC 20210
www.dol.gov | Telephone: **1-866-4-USA-DOL** (1-866-487-2365) | TTY: 1-877-889-5627 [Contact Us](#)