



**DISCLAIMER**

This document has been prepared by Trinity HR Consulting, Inc. (“Trinity”) solely for use as a general source of information. As such, it is not intended to take the place of obtaining advice from legal and/or tax counsel. Trinity strongly urges seeking legal and/or tax counsel on this subject matter prior to taking any related actions or making any related decisions.

**2019 MINIMUM WAGE RATES BY STATE**

Below are the general state minimum wage rates that will apply in 2019. Please be advised that different rates may apply to:

- tipped employee
- and
- cities and counties that have passed local minimum wage ordinances

State	Rate (per hour)	Effective Date
AL	\$7.25	Same as 2018
AK	\$9.89	Jan. 1, 2019
AZ	\$11.00	Jan. 1, 2019
AR	\$7.25 (employers with 3 or fewer employees) \$9.25 (employers with 4+ employees)	Jan. 1, 2019
CA	\$11.00 (employers with 25 or fewer employees) \$12.00 (employers with 26+ employees)	Jan. 1, 2019
CO	\$11.10	Jan. 1, 2019
CT	\$10.10	Same as 2018
DE	\$8.75 \$9.25	Jan. 1, 2019 Oct. 1, 2019
DC	\$14.00	July 1, 2019
FL	\$8.46	Jan. 1, 2019
GA	\$7.25	Same as 2018
HI	\$10.10	Same as 2018
ID	\$7.25	Same as 2018

State	Rate (per Hour)	Effective Date
MD	\$10.10	Same as 2018
MA	\$12.00	Jan. 1, 2019
MI	\$9.45	Early 2019 (Exact Date TBD)
MN	\$8.04 (employers with annual receipts of less than \$500,000) \$9.86 (employers with annual receipts of \$500,000 or more)	Jan. 1, 2019
MS	\$7.25	Same as 2018
MO	\$8.60	Jan. 1, 2019
MT	\$8.50	Jan. 1, 2019
NE	\$9.00	Same as 2018
NV	\$7.25 (employers that offer qualifying health benefits) \$8.25 (employers that do not offer qualifying health benefits)	Same as 2018
NH	\$7.25	Same as 2018
NJ	\$8.85	Jan. 1, 2019
NM	\$7.50	Same as 2018
NY	\$11.10	Dec. 31, 2018
NC	\$7.25	Same as 2018
ND	\$7.25	Same as 2018
OH	\$8.55	Jan. 1, 2019
OK	\$7.25	Same as 2018
OR	\$11.25	July 1, 2019
PA	\$7.25	Same as 2018
RI	\$10.50	Jan. 1, 2019
SC	\$7.25	Same as 2018
SD	\$9.10	Jan. 1, 2019
TN	\$7.25	Same as 2018

State	Rate (per Hour)	Effective Date
TX	\$7.25	Same as 2018
UT	\$7.25	Same as 2018
VT	\$10.78	Jan. 1, 2019
VA	\$7.25	Same as 2018
WA	\$12.00	Jan. 1, 2019
WV	\$7.25 (employers with 5 or fewer employees) \$8.75 (employers with 6+ employees)	Same as 2018
WI	\$7.25	Same as 2018
WY	\$7.25	Same as 2018