



The federal Fair Labor Standards Act (FLSA), which applies to most employers, establishes minimum wage and overtime requirements for the private sector and federal, state and local governments. The current federal minimum wage is \$7.25 per hour. Covered nonexempt employees must receive overtime pay for hours worked over 40 per workweek (any fixed and regularly recurring period of 168 hours — seven consecutive 24-hour periods) at a rate not less than one and one-half times the regular rate of pay.

The following table sets forth the state minimum wage and overtime rates as of January 1, 2017. Some states have minimum wage rates that are higher than the federal rate, while a few have rates that are lower. Make sure to review the coverage requirements to verify that you are covered by the state minimum wage law. In the event there is no information listed in the "Coverage" box of a particular state, it means the law generally applies to all employers. Note that several states have failed to adopt their own minimum wage law. In these instances, the employer should abide by the FLSA. Where there is no information in the Premium Pay section, the employer should abide by the FLSA.

Jurisdiction	Coverage	Current Minimum	Future Minimum	Effective Future		Pay After d Hours ±
		Wage	Wage	Date	Daily	Weekly
Alabama	Alabama has no state minimum wage law. Employers must abide by the federal FLSA.	\$7.25				
Alaska*		\$9.80		1/1/2018	8	40
					Under a voluntary flexibl approved by the Alaska 10-hour day, 40-hour wo with premium pay after 1 after 8 hours. The premium overtime p either a daily or weekly b employers of fewer than	Department of Labor, a rkweek may be instituted 0 hours a day instead of pay requirement on basis is not applicable to
Arizona*		\$10.00	\$10.50 \$11.00 \$12.00 TBD	1/1/2018 1/1/2019 1/1/2020 1/1/2021		
Arkansas	Applies to employers of 4 or more employees.	\$8.50				40

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

* The state recalculates its minimum wage annually. The new rate goes into effect on January 1 of each year.
** The state recalculates its minimum wage annually. The new rate goes into effect on July 1 of each year.

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Jurisdiction	Coverage	Current Minimum	Future Minimum	Effective Future	Premium Pay After Designated Hours ±	
		Wage	Wage	Date	Daily	Weekly
California	Small Employers (1-25 employees)	\$10.00	\$10.50 \$11.00 \$12.00 \$13.00 \$14.00 \$15.00	1/1/2018 1/1/2019 1/1/2020 1/1/2021 1/1/2022 1/1/2023	8 Over 12: (double time)	40 On 7th day: First 8 hours (time and half) Over 8 hours on 7th day (double time) rate of pay.
	Large Employers (26+ employees)	\$10.50	\$11.00 \$12.00 \$13.00 \$14.00 \$15.00 TBD	1/1/2018 1/1/2019 1/1/2020 1/1/2021 1/1/2022 1/1/2023	Any work in excess of 8 h any work in excess of 40 and the first 8 hours work work in any one workwee one and one-half times th Any work in excess of 12 work in excess of 8 hours workweek must be paid regular rate of pay. Exce alternative workweek add applicable Labor Code s spent commuting. (See L	hours in one workweek sed on the seventh day of ek will be at the rate of he regular rate of pay. hours in one day and any on any seventh day of a no less than twice the ptions apply to an opted pursuant to ections and for time
Colorado*	Minimum wage rate and overtime provisions applicable to retail and service, commercial support service, food and beverage, and health and medical industries.	\$9.30	\$10.20 \$11.10 \$12.00 TBD	1/1/2018 1/1/2019 1/1/2019 1/1/2020	12	40
Connecticut		\$10.10				40
					In restaurants, including seventh consecutive day required at time and one	of work, premium pay is
Delaware		\$8.25				
District of Columbia (D.C.)**		\$11.50	\$12.50 \$13.25 \$14.00 \$15.00 TBD	7/1/2017 7/1/2018 7/1/2019 7/1/2020 7/1/2021		40
Florida*		\$8.10		1/1/2018		

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Georgia	Applies to employers of 6 or more employees. The state law excludes from coverage any employment that is subject to the FLSA when the federal rate is greater than the state rate.	\$5.15				
Hawaii	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 FLSA unless the state wage rate is higher than the federal.	\$9.25	\$10.10	1/1/2018		40
Idaho		\$7.25				
Illinois	Applies to employers of 4 or more employees, excluding family members.	8.25				40
Indiana	Applies to employers of 2 or more employees.	\$7.25				40
lowa		\$7.25				40
Kansas		\$7.25				46
Kentucky		\$7.25				40 7 th day
					The seventh day overtim from the minimum wage and requires premium pa those employees who wa workweek.	law, differs in coverage

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		Wage	Wage	Date	Daily	Weekly
Louisiana	Louisiana has no state minimum wage law. Employers must abide by the federal FLSA.	\$7.25				
Maine	Note: 2017 minimum wage goes into effect on 1/7/2017.	\$9.00	\$10.00 \$11.00 \$12.00 TBD	1/1/2018 1/1/2019 1/1/2020 1/1/2021		40
Maryland		\$8.75	\$9.25 \$10.10	7/1/2017 7/1/2018		40
Massachusetts		\$11.00				40
Michigan	Applies to employers of 2 or more employees. The state law excludes from coverage any employment that is subject to the federal FLSA unless the state wage rate is higher than the federal.	\$8.90	\$9.25	1/1/2018		40
Minnesota* Large Employer	Enterprises with annual receipts of \$500,000 or more	\$9.50		1/1/2018		48
Small Employer	Enterprises with annual receipts less than \$500,000	\$7.75		1/1/2018		48
Mississippi	Mississippi has no state minimum wage law. Employers must abide by the federal FLSA.	\$7.25				

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	Wage Wage Dat	Date	Daily	Weekly		
Missouri*	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 receipts of less than \$500,000	\$7.70		1/1/2018		40 Premium pay required after 52 hours in seasonal amusement or recreation businesses.
Montana*	General Businesses not covered by the FLSA with gross annual sales of \$110,000 or less	\$8.15 \$4.00		1/1/2018		40
Nebraska	Applies to employers of 4 or more employees	\$9.00				
Nevada** With benefits W/O benefits		\$7.25 \$8.25		7/1/2017	8 40 The premium overtime pay requirement on either a daily or weekly basis is not applicable to employees who are compensated at not less that one and one-half times the minimum rate or to employees of enterprises having a gross annual sales volume of less than \$250,000.	
New Hampshire		\$7.25				40
New Jersey*		\$8.44		1/1/2018		40
New Mexico		\$7.50				40

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New York***		\$9.00				40
	Large Employer (11+ employees) in NYC		\$11.00 \$13.00 \$15.00	12/31/2016 12/31/2017 12/31/2018		
	Small Employer (1 – 10 employees) in New York City)		\$10.50 \$12.00 \$13.50 \$15.00	12/31/2016 12/31/2017 12/31/2018 12/31/2019		
	Downstate Employers (Nassau, Suffolk, Westchester counties)		\$10.00 \$11.00 \$12.00 \$13.00 \$14.00 \$15.00	12/31/2016 12/31/2017 12/31/2018 12/31/2019 12/31/2020 12/31/2021		
	Remainder of state		\$9.70 \$10.40 \$11.10 \$11.80 \$12.50 TBD	12/31/2016 12/31/2017 12/31/2018 12/31/2019 12/31/2020 12/31/2021		
North Carolina		\$7.25				40 Premium pay is required after 45 hours a week in seasonal amusements or recreational establishments.
North Dakota		\$7.25				40
Ohio*	Employers who gross more than \$299,000 annually.	\$8.15		1/1/2018		40
	Employers who gross \$299,000 or less must pay no less than the federal minimum wage.	\$7.25				

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Oklahoma	Employers of 10 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.	\$7.25				
	All other employers.	\$2.00				
Oregon	Standard	\$9.75				40
			\$10.25 \$10.75 \$11.25 \$12.00 \$12.75 \$13.50	7/1/2017 7/1/2018 7/1/2019 7/1/2020 7/1/2021 7/1/2022	Premium pay required after 10 hours a day in nonfarm canneries, driers, or packing plants and in mills, factories or manufacturing establishments (excluding sawmills, planning mills, shingle mills, and logging camps).	
	Portland Metro Nonurban Counties	\$9.75 \$9.50	\$11.25 \$12.00 \$12.50 \$13.25 \$14.00 \$14.75	7/1/2017 7/1/2018 7/1/2019 7/1/2020 7/1/2021 7/1/2022		
			\$10.00 \$10.50 \$11.00 \$11.50 \$12.00 \$12.50	7/1/2017 7/1/2018 7/1/2019 7/1/2020 7/1/2021 7/1/2022		

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Pennsylvania		\$7.25				40
Rhode Island		\$9.60				40
South Carolina	South Carolina has no state minimum wage law. Employers must abide by the federal FLSA.	\$7.25				
South Dakota*		\$8.65		1/1/2018		
Tennessee	Tennessee has no state minimum wage law. Employers must abide by the federal FLSA.	\$7.25				
Texas	The state law excludes from coverage any employment that is subject to the federal FLSA.	\$7.25				
Utah		\$7.25				

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Vermont*	Applies to employers of 2 or more employees	\$10.00	\$10.50 TBD	1/1/2018 1/1/2019		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.
Virginia	Applies to employers of 4 or more employees The Virginia state minimum wage law does not contain current dollar minimums. Instead the state adopts the federal minimum wage rate by reference.	\$7.25				
Washington*		\$11.00	\$11.50 \$12.00 \$13.50 TBD	1/1/2018 1/1/2019 1/1/2020 1/1/2021		40
West Virginia	Applies to employers of 6 or more employees at one location	\$8.75				40
Wisconsin		\$7.25				40
Wyoming		\$5.15				

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