

2014 STATE AND FEDERAL MINIMUM WAGES



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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, 2014. 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 Wage	Future Minimum Wage	Effective Future Date	Premium Pay After Designated Hours±	
					Daily	Weekly
Alabama	Alabama has no state minimum wage law. Employers must abide by the federal FLSA.	\$7.25				
Alaska		\$7.75			8	40
Arizona*		\$7.90		1/1/2015		
Arkansas	Applies to employers of 4 or more employees.	\$6.25				40
California		\$8.00	\$9.00 \$10.00	7/1/2014 1/1/2016	8 Over 12: (double time)	40 On 7th day: First 8 hours (time and half) Over 8 hours on 7th day (double time)
					<p>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 must be paid no less than twice the regular rate of pay. 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 § 510.)</p>	
Colorado**	Minimum wage rate and overtime provisions applicable to retail and service, commercial support service, food and beverage, and health and medical industries.	\$8.00		1/1/2015	12	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.

The material presented above is for educational and informational purposes only. Such material is not intended, nor should it be taken as, legal advice. The wage rates specified above apply to most workers; however, alternate rates may apply in some situations. If alternate rates apply, the information above indicates the State's highest rate. Please review the individual state rules for detailed information about these exceptions.

Jurisdiction	Coverage	Current Minimum Wage	Future Minimum Wage	Effective Future Date	Premium Pay After Designated Hours±	
					Daily	Weekly
Connecticut		\$8.70	\$9.00	1/1/2015		40
					In restaurants, including hotel restaurants, for the 7th consecutive day of work, premium pay is required at time and one half the minimum rate.	
Delaware		\$7.25				
District of Columbia (D.C.)		\$8.25				40
Florida*		\$7.93		1/1/2015		
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 Fair Labor Standards Act unless the state wage rate is higher than the federal.	\$7.25				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
Iowa		\$7.25				
Kansas		\$7.25				46

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					Daily	Weekly
Kentucky		\$7.25				40
					The 7th day overtime law, which is separate from the minimum wage law, differs in coverage from the minimum wage law and requires premium pay on the seventh day for those employees who work seven days in any one workweek.	
Louisiana	Louisiana has no state minimum wage law. Employers must abide by the federal FLSA.	\$7.25				
Maine		\$7.50				40
Maryland		\$7.25				40
Massachusetts		\$8.00				40
Michigan	Applies to employers of 2 or more employees. The state law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act unless the state wage rate is higher than the federal.	\$7.40				40
Minnesota	Large Employer	Enterprises with annual receipts of \$625,000 or more	\$6.15			48
	Small Employer	Enterprises with annual receipts less than \$625,000	\$5.25			48
Mississippi	Louisiana has no state minimum wage law. Employers must abide by the federal FLSA.	\$7.25				

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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	\$7.50		1/1/2015		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	\$7.90 \$4.00		1/1/2015		40
Nebraska	Applies to employers of 4 or more employees	\$7.25				
Nevada** With benefits W/O benefits		\$7.25 \$8.25		7/1/2014	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 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.
New Hampshire		\$7.25				40
New Jersey*		\$8.25		1/1/2015		40
New Mexico		\$7.50				40
New York		\$8.00	\$8.75 \$9.00	12/31/2014 12/31/2015		40
North Carolina		\$7.25				40 Premium pay is required after 45 hours a week in seasonal amusements or recreational establishments.

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North Dakota		\$7.25				40
Ohio*	General Employers who gross under \$292,000 must pay no less than the federal minimum wage.	\$7.95 \$7.25		1/1/2015		40
Oklahoma	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 All other employers.	\$7.25 \$2.00				
Oregon*		\$9.10		1/1/2015		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).	
Pennsylvania		\$7.25				40
Rhode Island		\$8.00				40
South Carolina	South Carolina has no state minimum wage law. Employers must abide by the federal FLSA.	\$7.25				
South Dakota		\$7.25				
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 Fair Labor Standards Act.	\$7.25				

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Utah		\$7.25				
Vermont*	Applies to employers of 2 or more employees	\$8.73		1/1/2015		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. Why the font change here?	\$7.25				
Washington*		\$9.32		1/1/2015		40 Premium pay not applicable to employees who request compensating time off in lieu of premium pay.
West Virginia	Applies to employers of 6 or more employees at one location	\$7.25				40
Wisconsin		\$7.25				40
Wyoming		\$5.15				

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