

Minimum Wage Laws in the States - April 3, 2006

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

Minimum Wage and Overtime Premium Pay Standards Applicable to Nonsupervisory **NONFARM *Private Sector*** Employment Under State and Federal Laws March 1, 2006 ¹

Alabama Minimum Wage Rates

ALABAMA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours²	
			Daily	Weekly

No state minimum wage law.

Alaska Minimum Wage Rates

ALASKA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours²	
			Daily	Weekly
		\$7.15	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.

AMERICAN SAMOA

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

Arizona Minimum Wage Rates

ARIZONA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours²	
			Daily	Weekly

*No state minimum
wage law.*

Arkansas Minimum Wage Rates

ARKANSAS	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>		\$5.15	N/A	40

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

California Minimum Wage Rates

CALIFORNIA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$6.75	8 <i>Over 12 (double time)</i>	40 <i>7th day: First 8 hours (time and half) Over 8 hours (double time)</i>
San Francisco Ordinance <i>(Applicable to employees who work 2 or more hours a week. Rate will not apply to businesses with fewer than 10 employees or non-profits until January 1, 2005.)</i>	02/23/04	\$8.50 Indexed rate		

Overtime is due after 8 hours per day or 40 hours per week unless an alternative workweek of no more than 4 days of 10 hours was established prior to 7/1/99.

Premium pay on 7th day not required for employee whose total weekly work hours do not exceed 30 and whose total hours in any one work day thereof do not exceed 6, in specific wage and hour orders.

Colorado Minimum Wage Rates

COLORADO	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$5.15	12	40

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

Connecticut Minimum Wage Rates

CONNECTICUT

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
	\$7.40		40
January 1, 2007	\$7.65		

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.

Delaware Minimum Wage Rates

DELAWARE

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
	\$6.15		

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

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
	\$7.00		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.

Florida Minimum Wage Rates

FLORIDA

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
	\$6.40		N/A

Georgia Minimum Wage Rates

GEORGIA

Future	Basic	Premium Pay After Designated Hours ²	
		Daily	Weekly

Minimum Rate (per hour) **Effective Date**

(Applicable to employers of 6 or more employees)

\$5.15

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.

Guam Minimum Wage Rates

GUAM	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$5.15		40

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

Hawaii Minimum Wage Rates

HAWAII	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$6.75		40
	January 1, 2007	\$7.25		

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.

Idaho Minimum Wage Rates

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

Illinois Minimum Wage Rates

ILLINOIS	Future	Basic	Premium Pay After Designated Hours ²	
			Daily	Weekly

	Minimum Rate (per hour)	Effective Date
<i>(Applicable to employers of 4 or more employees, excluding family members)</i>	\$6.50	40

Indiana Minimum Wage Rates

INDIANA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$5.15		40

(Applicable 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.

Iowa Minimum Wage Rates

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

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

Kansas Minimum Wage Rates

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

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

Kentucky Minimum Wage Rates

KENTUCKY	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$5.15		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 Kentucky state minimum wage law does not contain current dollar minimums. Instead the state adopts the Federal minimum wage rate by reference.

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.

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

Maine Minimum Wage Rates

MAINE	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$6.50		40

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.

Maryland Minimum Wage Rates

MARYLAND	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
State Law		\$6.15		40

Massachusetts Minimum Wage Rates

MASSACHUSETTS	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$6.75		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.

Montana Minimum Wage Rates

MONTANA		Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
				Daily	Weekly
				State Law	\$5.15
	<i>Except businesses with gross annual sales of \$110,000 or less</i>	\$4.00			

The Montana state minimum wage law does not contain current dollar minimums. Instead the state adopts the Federal minimum wage rate by reference via administrative action.

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.

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>	\$5.15

Nevada Minimum Wage Rates

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

By mutual employer/employee agreement, a scheduled 10 hour day for 4 days a week may be worked without premium pay after 8 hours.

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 Nevada state minimum wage law does not contain current dollar minimums. Instead the state adopts the Federal minimum wage rate by reference via administrative action.

New Hampshire Minimum Wage Rates

NEW HAMPSHIRE	Future	Basic	Premium Pay After Designated Hours ²	

Effective Date	Minimum Rate (per hour)	Daily	Weekly
	\$5.15		40

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

New Jersey Minimum Wage Rates

NEW JERSEY	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$6.15		40
	October 1, 2006	\$7.15		

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

New Mexico Minimum Wage Rates

NEW MEXICO	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$5.15		40

New York Minimum Wage Rates

NEW YORK	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$6.75		40
	January 1, 2007	\$7.15		

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

North Carolina Minimum Wage Rates

NORTH CAROLINA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$5.15		40

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

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

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

North Dakota Minimum Wage Rates

NORTH DAKOTA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$5.15		40

Ohio Minimum Wage Rates

OHIO	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
State Law		\$5.15		40

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>		\$5.15		
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.

Oregon Minimum Wage Rates

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

Pennsylvania Minimum Wage Rates

PENNSYLVANIA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$5.15		40

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

Puerto Rico Minimum Wage Rates

PUERTO RICO	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$3.61 to \$5.15	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.

Rhode Island Minimum Wage Rates

RHODE ISLAND	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.10		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.

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

South Dakota Minimum Wage Rates

SOUTH DAKOTA

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

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

Texas Minimum Wage Rates

TEXAS

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

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.

Utah Minimum Wage Rates

UTAH

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

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.

Vermont Minimum Wage Rates

VERMONT

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

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>		\$5.15		

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.

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		\$4.65	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		

In practice, the Virgin Islands adopts the Federal \$5.15 per hour rate.

Washington Minimum Wage Rates

WASHINGTON	Future	Basic	Premium Pay After Designated Hours ²	
			Daily	Weekly

**Minimum Rate
(per hour)**

**Effective
Date**

\$7.63

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.

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)*

\$5.15

40

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

Wisconsin Minimum Wage Rates

WISCONSIN

**Future
Effective
Date**

**Basic
Minimum Rate
(per hour)**

**Premium Pay After
Designated Hours ²**

Daily Weekly

\$5.70

40

Wyoming Minimum Wage Rates

WYOMING

**Future
Effective
Date**

**Basic
Minimum Rate
(per hour)**

**Premium Pay After
Designated Hours ²**

Daily Weekly

\$5.15

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 March, 2006; unless otherwise stated, the information reflects requirements that were in effect, or would take effect, as of March 1, 2006.