

Minimum Wage Update for Various Jurisdictions

Various jurisdictions have increased their minimum wage rates. If applicable, you must increase the pay rate for exempt and/or non-exempt employees to meet the new minimum wage. For New York, the pay rate increase is effective on or before December 31, 2018. For all other jurisdictions and federal contractors, the increase is effective on or before January 1, 2019. An updated poster is not required provided that the employer has the most recent poster already on display. If needed, employers should order a new minimum wage poster. The minimum wage rate is based on the employee's work location.

Exempt State Updates

Standard	Annual Salary	Monthly Salary	Semi-Monthly Salary	Bi-Weekly Salary	Weekly Salary
Alaska					
Paid on a salary <u>or</u> fee basis at a rate of not less than 2 times the state minimum wage for the first 40 hours of employment each week, excluding employer-furnished board or lodging.	2019: \$41,142.40	2019: \$3,428.53	2019: \$1,714.27	2019: \$1,582.40	2019: \$791.20
California					
26 or More Employees Earn a monthly <u>salary</u> equivalent to no less than 2 times the state minimum wage for full time employment (employment in which an employee is employed for 40 hours per week).	2019: \$49,920	2019: \$4,160	2019: \$2,080	2019: \$1,920	2019: \$960
25 or Fewer Employees Earn a monthly <u>salary</u> equivalent to no less than 2 times the state minimum wage for full time employment (employment in	2019: \$45,760	2019: \$3,813.34	2019: \$1,906.67	2019: \$1,760	2019: \$880

which an employee is employed for 40 hours per week).					
Colorado					
<p>Executive or Supervisor: Earn in excess of the equivalent of the minimum wage for all hours worked in a workweek.</p> <p><u>Note:</u> Administrative and professional exemptions only require an employee be paid a salary (<i>i.e.</i>, salary is not tied to hours worked like it is for executives / supervisors).</p>	<p>2019: Exceed \$23,088 / \$28, 860 / \$34,632</p> <p><u>Note:</u> Dollar figures based on working 40, 50, or 60 hours per week</p>	<p>2019: Exceed \$1,924 / \$2,405 / \$2,886</p> <p><u>Note:</u> Dollar figures based on working 40, 50, or 60 hours per week</p>	<p>2019: Exceed \$962 / \$1,202.50 / \$1,443</p> <p><u>Note:</u> Dollar figures based on working 40, 50, or 60 hours per week</p>	<p>2019: Exceed \$888 / \$1,110 / \$1,332</p> <p><u>Note:</u> Dollar figures based on working 40, 50, or 60 hours per week</p>	<p>2019: Exceed \$444 / \$555 / \$666</p> <p><u>Note:</u> Dollar figures based on working 40, 50, or 60 hours per week</p>
Maine					
Regular compensation, when converted to an annual rate, exceeds 3000 times the state minimum wage or the annualized FLSA rate set by the U.S. Labor Department, whichever is higher	2019: Exceed \$33,000	2019: Exceed \$2,750	2019: Exceed \$1,375	2019: Exceed \$1,269.23	2019: Exceed \$634.61
New York					
<p>New York City (11 or More Employees) Executive or Administrative</p> <p><u>Option 1:</u> Paid for services a salary, including board, lodging, or other allowances and facilities.</p> <p><u>Option 2:</u> Pay the state minimum wage rate and overtime at 1.5 times the state minimum wage.</p> <p><u>Notes</u></p> <ul style="list-style-type: none"> Increases begin 12/31/16 & occur each 12/31. The rate for a year also 	<p>2018: \$50,700</p> <p>2019: \$58,500</p> <p><u>Note:</u> Increases occur each 12/31. The rate for a year also includes (for the last day of that year) the rate identified in the next year.</p>	<p>2018: \$4,225</p> <p>2019: \$4,875</p> <p><u>Note:</u> Increases occur each 12/31. The rate for a year also includes (for the last day of that year) the rate identified in the next year.</p>	<p>2018: \$2,112.50</p> <p>2019: \$2,437.50</p> <p><u>Note:</u> Increases occur each 12/31. The rate for a year also includes (for the last day of that year) the rate identified in the next year.</p>	<p>2018: \$1,950</p> <p>2019: \$2,250</p> <p><u>Note:</u> Increases occur each 12/31. The rate for a year also includes (for the last day of that year) the rate identified in the next year.</p>	<p>2018: \$975</p> <p>2019: \$1,125</p> <p><u>Note:</u> Increases occur each 12/31. The rate for a year also includes (for the last day of that year) the rate identified in the next year.</p>

<p>includes (for the last day of that year) the rate identified in the next year.</p> <ul style="list-style-type: none"> The professional test does not contain a pay component. Chart covers Option 1. Minimum salary is 75 times the state minimum wage. 					
<p>New York City (10 or Fewer Employees) Executive or Administrative <u>Option 1:</u> Paid for services a salary, including board, lodging, or other allowances and facilities. <u>Option 2:</u> Pay the state minimum wage rate and overtime at 1.5 times the state minimum wage. <u>Notes</u></p> <ul style="list-style-type: none"> Increases begin 12/31/16 & occur each 12/31. The rate for a year also includes (for the last day of that year) the rate identified in the next year. The professional test does not contain a pay component. Chart covers Option 1. Minimum salary is 75 times the state minimum wage. 	<p>2018: \$46,800 2019: \$52,650</p> <p><u>Note:</u> Increases occur each 12/31. The rate for a year also includes (for the last day of that year) the rate identified in the next year.</p>	<p>2018: \$3,900 2019: \$4,387.50</p> <p><u>Note:</u> Increases occur each 12/31. The rate for a year also includes (for the last day of that year) the rate identified in the next year.</p>	<p>2018: \$1,950 2019: \$2,193.75</p> <p><u>Note:</u> Increases occur each 12/31. The rate for a year also includes (for the last day of that year) the rate identified in the next year.</p>	<p>2018: \$1,800 2019: \$2,025</p> <p><u>Note:</u> Increases occur each 12/31. The rate for a year also includes (for the last day of that year) the rate identified in the next year.</p>	<p>2018: \$900 2019: \$1,012.50</p> <p><u>Note:</u> Increases occur each 12/31. The rate for a year also includes (for the last day of that year) the rate identified in the next year.</p>
<p>Nassau, Suffolk & Westchester Counties Executive or Administrative</p>	<p>2018: \$42,900 2019: \$46,800</p> <p><u>Note:</u> Increases occur each 12/31. The rate for a year</p>	<p>2018: \$3,575 2019: \$3,900</p> <p><u>Note:</u> Increases occur each 12/31. The rate for a</p>	<p>2018: \$1,787.50 2019: \$1,950</p> <p><u>Note:</u> Increases occur each 12/31. The rate for a</p>	<p>2018: \$1,650 2019: \$1,800</p> <p><u>Note:</u> Increases occur each 12/31. The rate for a</p>	<p>2018: \$825 2019: \$900</p> <p><u>Note:</u> Increases occur each 12/31. The rate for a year</p>

<p><u>Option 1:</u> Paid for services a <u>salary, including</u> board, lodging, or other allowances and facilities.</p> <p><u>Option 2:</u> Pay the state minimum wage rate and overtime at 1.5 times the state minimum wage.</p> <p><u>Notes</u></p> <ul style="list-style-type: none"> Increases begin 12/31/16 & occur each 12/31. The rate for a year also includes (for the last day of that year) the rate identified in the next year. The professional test does not contain a pay component. Chart covers Option 1. Minimum salary is 75 times the state minimum wage. 	<p>also includes (for the last day of that year) the rate identified in the next year.</p>	<p>year also includes (for the last day of that year) the rate identified in the next year.</p>	<p>year also includes (for the last day of that year) the rate identified in the next year.</p>	<p>year also includes (for the last day of that year) the rate identified in the next year.</p>	<p>also includes (for the last day of that year) the rate identified in the next year.</p>
<p>Remainder of State</p> <p>Executive or Administrative</p> <p><u>Option 1:</u> Paid for services a <u>salary, including</u> board, lodging, or other allowances and facilities.</p> <p><u>Option 2:</u> Pay the state minimum wage rate and overtime at 1.5 times the state minimum wage.</p> <p><u>Notes</u></p> <ul style="list-style-type: none"> Increases begin 12/31/16 & occur each 12/31. The rate for a year also includes (for the last day of that year) the rate identified in the next year. The professional test does not contain a pay component. 	<p>2018: \$40,560</p> <p>2019: \$43,264</p> <p><u>Note:</u> Increases occur each 12/31. The rate for a year also includes (for the last day of that year) the rate identified in the next year.</p>	<p>2018: \$3,380</p> <p>2019: \$3,605.34</p> <p><u>Note:</u> Increases occur each 12/31. The rate for a year also includes (for the last day of that year) the rate identified in the next year.</p>	<p>2018: \$1,690</p> <p>2019: \$1,802.67</p> <p><u>Note:</u> Increases occur each 12/31. The rate for a year also includes (for the last day of that year) the rate identified in the next year.</p>	<p>2018: \$1,560</p> <p>2019: \$1,664</p> <p><u>Note:</u> Increases occur each 12/31. The rate for a year also includes (for the last day of that year) the rate identified in the next year.</p>	<p>2018: \$780</p> <p>2019: \$832</p> <p><u>Note:</u> Increases occur each 12/31. The rate for a year also includes (for the last day of that year) the rate identified in the next year.</p>

<ul style="list-style-type: none"> Chart covers Option 1. Minimum salary is 75 times the state minimum wage. The only time the multiplier differs is for 12/31/18 – 12/30/19 (74.96). 					
Oregon					
<p>General</p> <p>Earns a salary and is paid on a <u>salary</u> basis, excluding board, lodging, or other facilities. A salary is no less than the state minimum wage multiplied by 2,080 hours per year then divided by 12 months. It is a predetermined amount constituting all or part of the employee's compensation paid for each pay period of 1 week or longer (but not to exceed 1 month).</p>	<p>2019: \$22,360 (1/1) / \$23,400 (7/1)</p>	<p>2019: \$1,863.33 (1/1) / \$1,950 (7/1)</p>	<p>2019: \$931.67 (1/1) / \$975 (7/1)</p>	<p>2019: \$860 (1/1) / \$900 (7/1)</p>	<p>2019: \$430 (1/1) / \$450 (7/1)</p>
<p>Urban</p> <p>Earns a salary and is paid on a <u>salary</u> basis, excluding board, lodging, or other facilities. A salary is no less than the state minimum wage multiplied by 2,080 hours per year then divided by 12 months. It is a predetermined amount constituting all or part of the employee's compensation paid for each pay period of 1 week or longer (but not to exceed 1 month).</p>	<p>2019: \$24,960 (1/1) / \$26,000 (7/1)</p>	<p>2019: \$2,080 (1/1) / \$2,166.67 (7/1)</p>	<p>2019: \$1,040 (1/1) / \$1,083.34 (7/1)</p>	<p>2019: \$960 (1/1) / \$1,000 (7/1)</p>	<p>2019: \$480 (1/1) / \$500 (7/1)</p>
<p>Nonurban</p> <p>Earns a salary and is paid on a <u>salary</u> basis, excluding board, lodging, or other facilities. A salary is no less than the state minimum wage multiplied by 2,080 hours per year then divided by 12 months. It is a</p>	<p>2019: \$21,840 (1/1) / \$22,880 (7/1)</p>	<p>2019: \$1,820 (1/1) / \$1,906.67 (7/1)</p>	<p>2019: \$910 (1/1) / \$953.34 (7/1)</p>	<p>2019: \$840 (1/1) / \$880 (7/1)</p>	<p>2019: \$420 (1/1) / \$440 (7/1)</p>

predetermined amount constituting all or part of the employee's compensation paid for each pay period of 1 week or longer (but not to exceed 1 month).

New York Effective Date 12/31/2018

State	Rate	Tip Rate	Detail
New York City	\$15.00	\$12.75 (L) \$11.35 (H) Generally \$12.50 Hospitality \$10.00 Fast Food	11 or more employees
New York City	\$13.50	\$11.45 (L) \$10.20 (H) Generally \$11.25 Hospitality \$9.00 Fast Food	10 or fewer employees
New York (Nassau, Suffolk & Westchester Counties)	\$12.00	\$10.20 (L) \$9.05 (H) Generally \$10.00 Hospitality	
New York (Remainder of NY State)	\$11.10	\$9.45 (L) \$8.40 (H) Generally \$9.25 Hospitality	
New York (Outside of NY City)	\$12.75	\$7.50 Fast Food	Fast Food only outside of NY City

Federal Contractors Effective Date 1/1/2019

Federal Contractors	\$10.60	\$7.40	https://www.federalregister.gov/documents/2018/09/04/2018-19166/establishing-a-minimum-wage-for-contractors-notice-of-rate-change-in-effect-as-of-january-1-2019
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States/Localities Effective Date 1/1/2019

State/City/County	Rate	Tip Rate	Additional Details
Alaska	\$9.89	\$9.89	
Arizona	\$11.00	\$8.00	
<ul style="list-style-type: none"> Flagstaff 	\$12.00	\$9.00	http://www.flagstaff.az.gov/index.aspx?NID=3520
Arkansas	\$9.25		This minimum wage increase does not affect Arkansas's tip credit, which is codified at Arkansas Code Section 11-4-212.
California State	\$12.00 \$11.00	\$12.00 \$11.00	26 or more employees 25 or fewer employees
California			
<ul style="list-style-type: none"> El Cerrito Mountain View Oakland Palo Alto Richmond Richmond San Jose Santa Clara Sunnyvale San Diego San Mateo San Mateo Los Altos Cupertino Belmont Redwood City 	\$15.00 \$15.65 \$13.80 \$15.00 \$15.00 \$13.50 \$15.00 \$15.00 \$15.65 \$12.00 \$15.00 \$13.50 \$15.00 \$15.00 \$13.50 \$13.50	\$15.00 \$15.65 \$13.80 \$15.00 \$15.00 \$13.50 \$15.00 \$15.00 \$15.65 \$12.00 \$15.00 \$13.50 \$15.00 \$15.00 \$13.50 \$13.50	http://www.el-cerrito.org/index.aspx?NID=940 http://www.mountainview.gov/depts/comdev/economicdev/city_minimum_wage.asp http://www2.oaklandnet.com/oakca1/groups/contracting/documents/marketingmaterial/oak061391.pdf https://www.cityofpaloalto.org/civicax/filebank/documents/67988 Without Benefits - http://www.ci.richmond.ca.us/2615/Minimum-Wage-Ordinance With Benefits - http://www.ci.richmond.ca.us/2615/Minimum-Wage-Ordinance https://www.sanjoseca.gov/minimumwage http://santaclaraca.gov/businesses/business-services/minimum-wage-ordinance https://sunnyvale.ca.gov/business/doingbusiness/wage.htm https://www.sandiego.gov/treasurer/minimum-wage-program Generally - http://www.cityofsanmateo.org/index.aspx?NID=3278 Non-Profit - http://www.cityofsanmateo.org/index.aspx?NID=3278 http://www.losaltosca.gov/ed/page/minimum-wage
Colorado	\$11.10	\$8.08	
Delaware	\$8.75	\$2.23	
Florida	\$8.46	\$5.44	
<ul style="list-style-type: none"> Miami * 			*Ruled INVALID but city intends to appeal the decision

	*\$11.31 ON HOLD		
Maine	\$11.00	\$5.50	
Massachusetts	\$12.00	\$4.35*	*Tipped EE's must be paid OT for per daily shift instead of weekly.
Michigan*Pending	\$10.00	\$4.80	Approx. April 1, 2019, if passed. Eff. 1/1/2019 but allowed up to 90 days to comply.
Minnesota	\$9.86	\$9.86	Large Employer (Gross annual wages not less than \$500k)
Minnesota	\$8.04	\$8.04	Small Employer (Gross annual wages less than \$500k). <ul style="list-style-type: none"> Additionally, a separate minimum wage rate is available when a covered hotel, motel, lodging establishment, or resort enters into a contract with an employee working on a summer work travel exchange visitor program nonimmigrant visa ("J visa"), and the contract includes a provision that the employer will provide food or lodging benefit.
Missouri	\$8.60	\$4.30	
Montana	\$8.50	\$8.50	
New Jersey	\$8.85	\$2.13	
New Mexico			
<ul style="list-style-type: none"> Albuquerque 	\$9.20	\$5.50	Without Benefits – https://www.cabq.gov/legal/news/albuquerque-minimum-wage-2019 With Benefits - https://www.cabq.gov/legal/news/albuquerque-minimum-wage-2019
<ul style="list-style-type: none"> Albuquerque 	\$8.20	\$5.50	
<ul style="list-style-type: none"> Bernalillo County (Unincorporated) 	\$9.05	\$2.13	
<ul style="list-style-type: none"> Bernalillo County (Unincorporated) 	\$8.05	\$2.13	
<ul style="list-style-type: none"> Las Cruces 	\$10.10	\$4.04	
			http://www.las-cruces.org/en/departments/public-information-office/hot-topics/minimum-wage-2019
Ohio	\$8.55	\$4.30	Applies to employers with gross annual receipts exceeding \$314k
Rhode Island	\$10.50	\$3.89	
South Dakota	\$9.10	\$4.55	
Vermont	\$10.78	\$5.39	
Washington	\$12.00	\$12.00	4 or more employees
<ul style="list-style-type: none"> SeaTac 	\$16.09	\$16.09	http://www.seatacwa.gov/home/showdocument?id=25356

• Seattle	\$16.00	\$16.00	Large Employers (501 or More Employees)
• Seattle	\$12.00	\$12.00	Small Employers (500 or Fewer Employees) with Benefits and/or Tips
• Seattle	\$15.00	\$15.00	Small Employers (500 or Fewer Employees) without Benefits and/or Tips
• Tacoma	\$12.35	\$12.35	

Posters can be accessed via the links noted below, downloaded, and printed.

Electronic versions of federal and state posters can be found at the following link: www.hraen.com/states.htm.

Electronic versions of city and county posters can be found at the following link: www.hraen.com/city.htm.

**The vendor provided in the links above is working diligently on making sure all posters are the latest copy but from time to time this may not be the case, e.g. some posters are not yet available by the government site. If you find any poster which has not been updated, please let us know.*

The poster team can be contacted via their mailbox (totalsource.ssc@adp.com) to place an order and/or with any questions.

As always, please contact your HR Business Partner or your Payroll Service Representative with any questions.

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