

# Nationwide Minimum Wage Chart 2018

Date source: US DOL - Wage and Hour Division

| Location             | 2017 Rate     | 2018 Rate     | Increase | % Change | Future Changes Based on Index | Notes:  |
|----------------------|---------------|---------------|----------|----------|-------------------------------|---|
| Federal              | \$ 7.25       | \$ 7.25       | \$ -     | 0.00%    |                               |   |
| Alabama              | \$ 7.25       | \$ 7.25       | \$ -     | 0.00%    |                               | Note: No established local minimum; Federal rate applies  |
| Alaska               | \$ 9.80       | \$ 9.84       | \$ 0.04  | 0.41%    | Yes                           |   |
| Arizona              | \$ 10.00      | \$ 10.50      | \$ 0.50  | 5.00%    | Yes                           | Note: In Flagstaff, AZ the 2017 minimum was \$10.50 and increased to \$11.00 in 2018  |
| Arkansas             | \$ 8.50       | \$ 8.50       | \$ -     | 0.00%    |                               |   |
| California           | \$10.00/10.50 | \$10.50/11.00 | \$ 0.50  | 5.00%    | Yes                           | Statewide minimum is \$10.50 for fewer than 25 employees and \$11.00 for 26 or more employees; at least 21 local jurisdictions have established separate rates. |
| Colorado             | \$ 9.30       | \$ 10.20      | \$ 0.90  | 9.68%    | Yes                           |   |
| Connecticut          | \$ 10.10      | \$ 10.10      | \$ -     | 0.00%    |                               |   |
| Delaware             | \$ 8.25       | \$ 8.25       | \$ -     | 0.00%    |                               |   |
| Florida              | \$ 8.10       | \$ 8.25       | \$ 0.15  | 1.85%    | Yes                           |   |
| Georgia              | \$ 5.15       | \$ 5.15       | \$ -     | 0.00%    |                               |   |
| Hawaii               | \$ 9.25       | \$ 10.10      | \$ 0.85  | 9.19%    |                               |   |
| Idaho                | \$ 7.25       | \$ 7.25       | \$ -     | 0.00%    |                               | Note: No established local minimum; Federal rate applies  |
| Illinois             | \$ 8.25       | \$ 8.25       | \$ -     | 0.00%    |                               | Note: Local rates apply for Cook County and the City of Chicago   |
| Indiana              | \$ 7.25       | \$ 7.25       | \$ -     | 0.00%    |                               | Note: No established local minimum; Federal rate applies  |
| Iowa                 | \$ 7.25       | \$ 7.25       | \$ -     | 0.00%    |                               | Note: No established local minimum; Federal rate applies  |
| Kansas               | \$ 7.25       | \$ 7.25       | \$ -     | 0.00%    |                               | Note: No established local minimum; Federal rate applies  |
| Kentucky             | \$ 7.25       | \$ 7.25       | \$ -     | 0.00%    |                               | Note: No established local minimum; Federal rate applies  |
| Louisiana            | \$ 7.25       | \$ 7.25       | \$ -     | 0.00%    |                               | Note: No established local minimum; Federal rate applies  |
| Maine                | \$ 9.00       | \$ 10.00      | \$ 1.00  | 11.11%   | Yes                           |   |
| Maryland             | \$ 9.25       | \$ 10.10      | \$ 0.85  | 9.19%    |                               |   |
| Massachusetts        | \$ 11.00      | \$ 11.00      | \$ -     | 0.00%    |                               |   |
| Michigan             | \$ 8.90       | \$ 9.25       | \$ 0.35  | 3.93%    | Yes, beg. 2019                |   |
| Minnesota            | \$9.50/\$7.75 | \$9.65/\$7.87 | \$ 0.15  | 1.58%    | Yes, beg. 2018                | Companies with more than \$500K in gross sales pay the higher rate; less than \$500K pay lower rate   |
| Mississippi          | \$ 7.25       | \$ 7.25       | \$ -     | 0.00%    |                               | Note: No established local minimum; Federal rate applies  |
| Missouri             | \$ 7.70       | \$ 7.85       | \$ 0.15  | 1.95%    | Yes                           |   |
| Montana              | \$ 8.15       | \$ 8.30       | \$ 0.15  | 1.84%    | Yes                           |   |
| Nebraska             | \$ 9.00       | \$ 9.00       | \$ -     | 0.00%    |                               |   |
| Nevada               | \$8.25/7.25   | \$8.25/7.25   | \$ -     | 0.00%    | Yes                           | Companies that provide employees with health insurance pay the lower rate   |
| New Hampshire        | \$ 7.25       | \$ 7.25       | \$ -     | 0.00%    |                               | Note: No established local minimum; Federal rate applies  |
| New Jersey           | \$ 8.44       | \$ 8.60       | \$ 0.16  | 1.90%    | Yes                           |   |
| New Mexico           | \$ 7.50       | \$ 7.50       | \$ -     | 0.00%    |                               | At least five local rates are in effect   |
| New York             | \$ 9.70       | \$ 10.40      | \$ 0.70  | 7.22%    | Yes                           | Rates vary based on fast food industry, number of employees and locals.   |
| North Carolina       | \$ 7.25       | \$ 7.25       | \$ -     | 0.00%    |                               | Note: No established local minimum; Federal rate applies  |
| North Dakota         | \$ 7.25       | \$ 7.25       | \$ -     | 0.00%    |                               | Note: No established local minimum; Federal rate applies  |
| Ohio                 | \$ 8.15       | \$ 8.30       | \$ 0.15  | 1.84%    | Yes                           |   |
| Oklahoma             | \$ 7.25       | \$ 7.25       | \$ -     | 0.00%    |                               | Exceptions apply  |
| Oregon               | \$ 10.25      | \$ 10.25      | \$ -     | 0.00%    | Yes                           | General rate to increase to \$10.75 on 7/1/18; Also, rates vary between urban and nonurban areas  |
| Pennsylvania         | \$ 7.25       | \$ 7.25       | \$ -     | 0.00%    |                               | Note: No established local minimum; Federal rate applies  |
| Rhode Island         | \$ 9.60       | \$ 10.10      | \$ 0.50  | 5.21%    |                               |   |
| South Carolina       | \$ 7.25       | \$ 7.25       | \$ -     | 0.00%    |                               | Note: No established local minimum; Federal rate applies  |
| South Dakota         | \$ 8.65       | \$ 8.85       | \$ 0.20  | 2.31%    | Yes                           |   |
| Tennessee            | \$ 7.25       | \$ 7.25       | \$ -     | 0.00%    |                               | Note: No established local minimum; Federal rate applies  |
| Texas                | \$ 7.25       | \$ 7.25       | \$ -     | 0.00%    |                               | Note: No established local minimum; Federal rate applies  |
| Utah                 | \$ 7.25       | \$ 7.25       | \$ -     | 0.00%    |                               | Note: No established local minimum; Federal rate applies  |
| Vermont              | \$ 10.00      | \$ 10.50      | \$ 0.50  | 5.00%    | Yes, beg. 2019                |   |
| Virginia             | \$ 7.25       | \$ 7.25       | \$ -     | 0.00%    |                               | Note: No established local minimum; Federal rate applies  |
| Washington           | \$ 11.00      | \$ 11.50      | \$ 0.50  | 4.55%    | Yes                           | At least three local rates are in effect  |
| West Virginia        | \$ 8.75       | \$ 8.75       | \$ -     | 0.00%    |                               |   |
| Wisconsin            | \$ 7.25       | \$ 7.25       | \$ -     | 0.00%    |                               | Note: No established local minimum; Federal rate applies  |
| Wyoming              | \$ 5.15       | \$ 5.15       | \$ -     | 0.00%    |                               |   |
| District of Columbia | \$ 12.50      | \$ 12.50      | \$ -     | 0.00%    | Yes                           |   |
| Guam                 | \$ 8.25       | \$ 8.25       | \$ -     | 0.00%    |                               |   |
| Puerto Rico          | \$ 7.25       | \$ 7.25       | \$ -     | 0.00%    |                               |   |
| US Virgin Islands    | \$ 7.25       | \$ 7.25       | \$ -     | 0.00%    |                               | Note: Implementation of an indexed rate, effective 1/1/91, was delayed indefinitely.  |



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#### Notes:

1. Federal rates control when higher than state rates; state rates control when higher than Federal; local rates control when higher than federal and state rates
2. Numerous states allow local jurisdictions to establish a separate rates; employers must confirm rates for their areas of operation.
3. Various states have different rates for tipped employees; please check local requirements.
4. Eighteen states increased rates effective 1/1/18.