

**Minimum Wage and Overtime Premium Pay Standards Applicable to
Nonsupervisory NONFARM *Private Sector* Employment
Under State and Federal Laws
January 1, 2011¹**

Alabama Minimum Wage Rates

ALABAMA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
<i>No state minimum wage law.</i>				

Alaska Minimum Wage Rates

ALASKA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
			8	40
		\$7.75		

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.

Arizona Minimum Wage Rates

ARIZONA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.35		

Rate is increased annually based upon a cost of living formula.

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>		\$6.25	N/A	40

California Minimum Wage Rates

CALIFORNIA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$8.00	8 Over 12 (double time)	40; on 7th day: First 8 hours (time and half) Over 8 hours on 7th day (double time)

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 shall be paid no less than twice the regular rate of pay. California Labor Code section 310. 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 sections 510 for exceptions).

Colorado Minimum Wage Rates

COLORADO	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.36	12	40

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

Rate is increased or decreased annually based upon a cost of living formula.

Connecticut Minimum Wage Rates

CONNECTICUT	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
				40
		\$8.25		

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
		\$7.25		

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
		\$8.25		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
		\$7.31		N/A

Rate is increased annually based upon a cost of living formula.

Georgia Minimum Wage Rates

GEORGIA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
<i>(Applicable to employers of 6 or more employees)</i>		\$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
		\$7.25		40

Hawaii Minimum Wage Rates

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

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
		\$7.25		

Illinois Minimum Wage Rates

ILLINOIS	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, excluding family members)</i>		\$8.25		40

Indiana Minimum Wage Rates

INDIANA	Future Effective Date	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
<i>(Applicable to employers of 2 or more employees)</i>		\$7.25		40

Iowa Minimum Wage Rates

IOWA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.25		

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
		\$7.25		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
		\$7.25		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 state adopts the Federal minimum wage rate by reference if the Federal rate is greater than the State rate.

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
		\$7.50		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
		\$7.25		40

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

Massachusetts Minimum Wage Rates

MASSACHUSETTS	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$8.00		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.

Michigan Minimum Wage Rates

MICHIGAN	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
<i>(Applicable to employers of 2 or more employees)</i>		\$7.40		40

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.

Minnesota Minimum Wage Rates

MINNESOTA	Future Effective Date	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
<i>Large employer (enterprise with annual receipts of \$625,000 or more)</i>		\$6.15		48
<i>Small employer (enterprise with annual receipts of less than \$625,000)</i>		\$5.25		48

Mississippi Minimum Wage Rates

MISSISSIPPI	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

Missouri Minimum Wage Rates

MISSOURI	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.25		40

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 done of less than \$500,000.

Premium pay required after 52 hours in seasonal amusement or recreation businesses.

Minimum wage is to be increased or decreased by a cost of living factor starting January 1, 2008 and every January 1 thereafter.

Montana Minimum Wage Rates

MONTANA	Future Effective Date	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.35		
<i>State Law Except businesses with gross annual sales of \$110,000 or less</i>		\$4.00		40

Minimum wage is subject to a cost of living adjustment done by September 30 of each year and effective on January 1 of the following year.

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>		\$7.25		

Nevada Minimum Wage Rates

NEVADA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$8.25 (with no health ins. benefits provided by employer)	8	40
		\$7.25 (with health ins. benefits provided by employer and received by employee)		

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 basic hourly rate is increased to \$6.55 when the employer offers the employee a qualified health plan.

The minimum wage rate may be increased annually based upon changes in the cost of living index increase.

New Hampshire Minimum Wage Rates

NEW HAMPSHIRE	Future Effective Date	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.25		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
		\$7.25		40

New Mexico Minimum Wage Rates

NEW MEXICO	Future Effective Date	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.50		40

New York Minimum Wage Rates

NEW YORK	Future Effective Date	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.25		40

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
		\$7.25		40

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

North Dakota Minimum Wage Rates

NORTH DAKOTA	Future Effective Date	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.25		40

Ohio Minimum Wage Rates

OHIO	Future Effective Date	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
State Law		\$7.40		40
		\$7.25 (for those employers grossing \$271,000 or less)		

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>		\$7.25		
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
		\$8.50		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
		\$7.25		40

Puerto Rico Minimum Wage Rates

PUERTO RICO	Future Effective Date	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$4.10	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.

Puerto Rico also has minimum wage rates that vary according to the industry. These rates range from a minimum of \$4.25 to \$7.25 per hour.

Rhode Island Minimum Wage Rates

RHODE ISLAND	Future Effective Date	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.40		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
		\$7.25		

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

The state does have a promised wage law whereby the employers are responsible for paying to the employees the wages promised by the employer.

Texas Minimum Wage Rates

TEXAS	Future Effective Date	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.25		

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
		\$7.25		

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 Effective Date	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
<i>(Applicable to employers of two or more employees)</i>		\$8.15		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>		\$7.25		

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		\$7.25	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		

Washington Minimum Wage Rates

WASHINGTON	Future Effective Date	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$8.67		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
<i>(Applicable to employers of 6 or more employees at one location)</i>		\$7.25		40

Wisconsin Minimum Wage Rates

WISCONSIN	Future Effective Date	Basic Minimum Rate(per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.25		40

Wyoming Minimum Wage Rates

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

¹Like 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/whd/contacts/state_of.htm.

²The overtime premium rate is one and one-half times the employee's regular rate, unless otherwise specified.

This document was last revised in June 2011.

Consolidated State Minimum Wage Update Table (Effective Date: 01/01/2011)

<i>> Federal MW</i>	<i>Equals Federal MW of \$7.25</i>	<i>< Federal MW</i>	<i>No MW Required</i>
AK - 7.75	DE	AR - 6.25	AL
AZ - 7.35	HI	GA - 5.15	LA
CA - 8.00	IA	MN - 6.15	MS
CO - 7.36	ID	WY - 5.15	SC
CT - 8.25	IN		TN
DC - 8.25	KS		
FL - 7.31	KY	4 States	
IL - 8.25	MD		5 States
MA - 8.00	MO		
ME - 7.50	NE		
MI - 7.40	NH		
MT - 7.35	NJ		
NV - 8.25	NY		
NM - 7.50	NC		
OH - 7.40	ND		
OR - 8.50	OK		
RI - 7.40	PA		
VT - 8.15	SD		
WA - 8.67	TX		
	UT		
18 States + DC	VA		
	WV		
	WI		
	23 states		

The state minimum wage rate requirements, or lack thereof, are controlled by legislative activities within the individual states.

Federal minimum wage law supersedes state minimum wage laws where the federal minimum wage is greater than the state minimum wage. In those states where the state minimum wage is greater than the federal minimum wage, the state minimum wage prevails.

There are 4 states that have a minimum wage set lower than the federal minimum wage. There are 18 states (plus DC) with minimum wage rates set higher than the federal minimum wage. There are 23 of the states that have a minimum wage requirement that is the same as the federal

minimum wage requirement. The remaining 5 states do not have an established minimum wage requirement.

The State of Washington has the highest minimum wage at \$8.67/hour. The states of Georgia and Wyoming have the lowest minimum wage (\$5.15) of the 45 states that have a minimum wage requirement.

Note: There are 10 states (AZ, CO, FL, MO, MT, NV, OH, OR, VT, and WA) that have minimum wages that are linked to a consumer price index. As a result of this linkage, the minimum wages in these states are normally increased each year, generally around January 1st. On January 1, 2011, there were seven states that increased their respective minimum wages. The three exceptions were Florida, Missouri and Nevada.

Division of Communications
Wage and Hour Division
U.S. Department of Labor

STATES USING CPI TO ADJUST MW RATES

The following 10 states adjust their MW rates annually for inflation as indicated:

Arizona Increases every January 1 by the increase in the CPI-U¹ from August of the preceding year to August of the current year, rounded to the nearest five cents.

Colorado Adjusted annually based on the CPI-U¹ for the Denver-Boulder-Greeley combined metropolitan statistical area.

Florida Adjusted January 1 by the rate of inflation during the twelve months prior to each September 1st using the CPI-W².

Missouri Increases or decreases in the cost of living are measured every September 30 by the percentage increase or decrease as of the preceding July of the immediately preceding year of the CPI-W². MW increase/decrease effective following January 1, with the amount rounded to the nearest five cents.

Montana MW adjusted no later than September 30 of each year based on the increase, if any, in the CPI-U¹ from August of the preceding year to August of the year in which the calculation is being made, rounded to the nearest five cents, effective January 1 of the following year.

Nevada Adjusted by the amount of increase in the federal minimum wage over \$5.15 per hour or the cumulative increase in the cost of living, whichever is greater. The cost of living increase is measured by the percentage increase as of Dec. 31 in any year over the level as of Dec. 31, 2004 of the CPI-U¹. No CPI adjustment for any one-year period may be greater than 3%. Adjusted rates are published on April 1 of each year and become effective the following July 1.

Ohio MW increased September 30 of each year by the rate of inflation for the twelve month period prior to that September according to the CPI-W², effective the following January 1, with the amount rounded to the nearest five cents.

Oregon MW adjusted annually by calculating any increase from August of the preceding year to August of the year in which the calculation is made in the CPI-U¹, effective the following January 1, with the amount rounded to the nearest five cents.

Vermont MW increased by 5 percent or the CPI-U¹ for the 12 months preceding the previous September 1, whichever is smaller, rounded to the nearest cent.

Washington MW adjustment calculated each September 30 to the nearest cent using the CPI-W² for the 12 months prior to each September 1, effective the following January 1.

¹ CPI-U = U.S. Department of Labor's Bureau of Labor Statistics' "Consumer Price Index for All Urban Consumers."

² CPI-W = U.S. Department of Labor's Bureau of Labor Statistics' "Consumer Price Index for Urban Wage Earners and Clerical Workers"