

### Hourly Minimum Wage by State and Territory

[as of January 1, 2024]

State or Territory	State minimum wage rate for most employees <sup>(1) (2) (3)</sup>	Minimum cash wage rate for most tipped employees [before tip credits are applied] <sup>(4)</sup>
<i>Federal</i>	\$7.25	\$2.13
Alabama	\$7.25	\$2.13
Alaska	\$11.73	\$11.73
Arizona	\$14.35	\$11.35
Arkansas	\$11.00	\$2.63
California	\$16.00	\$16.00
Colorado	\$14.42	\$11.40
Connecticut	\$15.69	\$6.38
Delaware	\$13.25	\$2.23
District of Columbia	\$17.00	\$8.00
Florida	\$12.00	\$8.98
Georgia	\$7.25	\$2.13
Guam	\$9.25	\$9.25
Hawaii	\$14.00	\$12.75
Idaho	\$7.25	\$3.35
Illinois	\$14.00	\$8.40
Indiana	\$7.25	\$2.13
Iowa	\$7.25	\$4.35
Kansas	\$7.25	\$2.13
Kentucky	\$7.25	\$2.13
Louisiana	\$7.25	\$2.13
Maine	\$14.15	\$7.08
Maryland	\$15.00	\$3.63
Massachusetts	\$15.00	\$6.75
Michigan	\$10.33	\$3.93
Minnesota	\$10.85	\$10.85
Mississippi	\$7.25	\$2.13
Missouri	\$12.30	\$6.15
Montana	\$10.30	\$10.30
Nebraska	\$12.00	\$2.13
Nevada	\$11.25	\$11.25
New Hampshire	\$7.25	\$3.27
New Jersey	\$15.13	\$5.26
New Mexico	\$12.00	\$3.00
New York	\$16.00	\$10.65
North Carolina	\$7.25	\$2.13
North Dakota	\$7.25	\$4.86
Northern Mariana Islands	\$7.25	\$2.13
Ohio	\$10.45	\$5.25
Oklahoma	\$7.25	\$2.13
Oregon	\$15.45	\$14.20
Pennsylvania	\$7.25	\$2.83
Puerto Rico	\$9.50	\$2.13
Rhode Island	\$14.00	\$3.89
South Carolina	\$7.25	\$2.13
South Dakota	\$11.20	\$5.60
Tennessee	\$7.25	\$2.13
Texas	\$7.25	\$2.13
U.S. Virgin Islands	\$10.50	\$4.20
Utah	\$7.25	\$2.13
Vermont	\$13.67	\$6.84
Virginia	\$12.00	\$2.13
Washington	\$16.28	\$16.28
West Virginia	\$8.75	\$2.62
Wisconsin	\$7.25	\$2.33
Wyoming	\$7.25	\$2.13

**Sources:** U.S. Department of Labor. *Consolidated Minimum Wage Table* and *Minimum Wages for Tipped Employees*. January 2024.

**Notes:** (1) Applicable to nonsupervisory nonfarm private-sector employment under state and federal laws. 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. Some states also set subminimum rates for minors, students, seasonal employees, and employees of small businesses, or have a training wage for new hires. Additionally, some local governments set minimum wage rates higher than their respective state minimum wage. Such differential provisions are not identified in this table.

(2) Federal minimum wage law supersedes state minimum wage laws where the federal minimum wage is greater than the state minimum wage, as dictated under the Fair Labor Standards Act, for both tipped and non-tipped employees. This includes Alabama, Louisiana, Mississippi, South Carolina, and Tennessee, which do not have minimum wage laws. In states where the state minimum wage is greater than the federal minimum wage, the state minimum wage prevails.

(3) Many states currently have scheduled annual adjustments for their minimum wages based on varying formulas. Most of these increases occur around January 1st.

(4) The minimum cash wage rate is supplemented by a tip credit against minimum wage in many states, which allows employers to credit a portion of employees' received tips to meet the prevailing state minimum wage rate (or the federal minimum wage rate, where applicable). The minimum cash wage rate for tipped employees can also vary based on the size of employers, provision of benefits, and occupation type; where applicable, this table shows the lower rate featured on the U.S. Department of Labor's website.

(5) For more information on state-by-state legislative rules and changes, refer to National Conference of State Legislatures (NCSL)'s "State Minimum Wages" page: <https://www.ncsl.org/research/labor-and-employment/state-minimum-wage-chart.aspx>.