

**MINIMUM WAGE REQUIREMENTS BY STATE
FOR FLSA-COVERED EMPLOYERS¹
AS OF JULY 24, 2009**

Federal Minimum Wage on and after July 24, 2009 = \$7.25

Federal Cash Wage for Tipped Employees = \$2.13

States with a higher minimum wage than \$7.25 on and after July 24, 2009, states that raise their minimum wage each January 1, and states with a higher minimum cash wage for tipped employees than \$2.13, are bold and italicized in the table below.

State	Minimum Cash Wage for Tipped Employees	Minimum Wage [and scheduled increases]	Cost of Living Increases Each January 1	Additional Notes on State Laws
Alabama	2.13	7.25		State has no MW.
Alaska	7.25*	7.25		Federal MW higher than state. *State has no tip credit. Although the state MW is only \$7.15, the state has left open the possibility that it may nevertheless attempt to require an FLSA-covered employer to pay \$7.25 to tipped employees.
Arizona	4.25	7.25	√	\$3 tip credit.
Arkansas	2.63	7.25		Federal MW higher than state MW. \$3.62 tip credit towards \$6.25 state MW.
California	8.00	8.00		No tip credit.
Colorado	4.26	7.28	√	\$3.02 tip credit.
Connecticut	5.52 – waitpersons (5.69 on 1/1/10) 7.12 – bartenders (7.34 on 1/1/10)	8.00 8.25 on 1/1/10		31% tip credit for waitpersons; 11% for bartenders.
D.C.	2.77	8.25		State MW is always \$1 higher than federal MW.
Delaware	2.23*	7.25		*Although a technical reading of the tip credit law results in a higher tipped MW than \$2.23, \$2.23

¹ Because there is no federal preemption regarding wage hour laws, an employer covered by both federal and state law must comply with the higher of the two minimum wage requirements. This table reflects the higher of the two amounts for each state.

State	Minimum Cash Wage for Tipped Employees	Minimum Wage [and scheduled increases]	Cost of Living Increases Each January 1	Additional Notes on State Laws
				<i>is the amount published by the state DOL.</i>
Florida	4.19	7.25	√	\$3.02 tip credit towards \$7.21 state MW.
Georgia	2.13	7.25		Federal MW higher than state MW.
Hawaii	7.00	7.25		\$.25 tip credit.
Idaho	3.35	7.25		
Illinois	4.80 4.95 on 07/01/10	8.00 8.25 on 7/1/10		40% tip credit.
Indiana	2.13	7.25		
Iowa	4.35	7.25		40% tip credit.
Kansas	2.13	7.25		
Kentucky	2.13	7.25		
Louisiana	2.13	7.25		State has no MW.
Maine	3.63 3.75 on 10/1/09	7.25 7.50 on 10/1/09		50% tip credit.
Maryland	3.63	7.25		50% tip credit.
Massachusetts	2.63	8.00		
Michigan	2.65	7.40		
Minnesota	7.25*	7.25		Federal MW higher than state MW. *State has no tip credit. Although the state MW is only \$6.15, the state has stated that it will nevertheless attempt to require an FLSA-covered employer to pay \$7.25 to tipped employees.
Mississippi	2.13	7.25		State has no MW.
Missouri	3.63	7.25	√	
Montana	7.25	7.25	√	No tip credit.
Nebraska	2.13	7.25		
Nevada	7.55	7.55	√ (on July 1, not January 1)	Employees who are offered health insurance may be paid 7.25. No tip credit.

State	Minimum Cash Wage for Tipped Employees	Minimum Wage [and scheduled increases]	Cost of Living Increases Each January 1	Additional Notes on State Laws
New Hampshire	3.27	7.25		55% tip credit.
New Jersey	2.13	7.25		Federal MW higher than state.
New Mexico	2.13	7.50		
New York	4.60 – food service	7.25		Federal MW higher than state.
North Carolina	2.13	7.25		Federal MW higher than state MW.
North Dakota	4.86	7.25		33% tip credit.
Ohio	3.65	7.30	√	50% tip credit.
Oklahoma	2.13	7.25		
Oregon	8.40	8.40	√	No tip credit.
Pennsylvania	2.83	7.25		
Rhode Island	2.89	7.40		
South Carolina	2.13	7.25		State has no MW.
South Dakota	2.13	7.25		Federal MW higher than state.
Tennessee	2.13	7.25		State has no MW.
Texas	2.13	7.25		
Utah	2.13	7.25		
Vermont	3.91	8.06	√	
Virginia	2.13	7.25		
Washington	8.55	8.55	√	No tip credit.
West Virginia	2.13	7.25		Although the state tipped MW is higher than federal, FLSA-covered employers are exempt from state MW. (A bill has been introduced the last two years to remove this exemption.)
Wisconsin	2.33	7.25		
Wyoming	2.13	7.25		Federal MW higher than state MW.