

# HR COMPLIANCE OVERVIEW



## 2024 Minimum Wage Rates By State

Under federal and state laws, employers must compensate their employees with one and one-half their regular rate of pay for any hours of overtime work. However, under these laws, employees who work in an executive, administrative or professional (EAP) capacity are exempt from overtime pay if they satisfy, among other things, the salary level requirements for their exemption.

Under federal law, the salary level requirement for the EAP exemption is \$684 per week on a salary or fee basis. For highly compensated employees, the salary level is \$107,432, which includes at least \$684 per week paid on a salary or fee basis.

- Alaska
- Arizona
- California
- Colorado
- Connecticut
- District of Columbia
- Delaware
- Florida
- Hawaii
- Illinois
- Maine
- Maryland
- Michigan
- Minnesota
- Missouri
- Montana
- Nebraska
- Nevada
- New Jersey
- New Mexico
- New York
- Ohio
- Oregon
- Rhode Island
- South Dakota
- Vermont
- Virginia
- Washington

## Important Dates

### Jan. 1, 2024

The minimum wage rate is expected to increase in 25 states.

### July 1, 2024

The minimum wage rate is expected to increase in the District of Columbia, Nevada and Oregon. These rates will likely be published during the first half of 2024.

### Sept. 30, 2024

A new minimum wage rate is expected in Florida.

## Poster Requirements

New minimum wage rates may require employers to visit individual states' department of labor websites to update their wage and hour notices.

## LINKS AND RESOURCES

- U.S. Department of Labor [table of minimum wage by state](#)
- U.S. Department of Labor [federal minimum wage](#) page

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Jurisdiction	2024 Rate	Effective	Tip Rate/Notes
Alabama	\$7.25	Already in effect	No state minimum wage rate. The federal rate applies.
Alaska	\$11.73	Jan. 1, 2024	Tips do not count toward the minimum wage.
Arizona	\$14.35	Jan. 1, 2024	\$3 per hour below the minimum wage rate for tipped employees.
Arkansas	\$11	Already in effect	\$2.63 per hour for tipped employees. The state rate applies to employers with four or more employees.
California	\$16	Jan. 1, 2024	California does not allow employers to use a tip credit. Visit the California Department of Industrial Relations <a href="#">website</a> for state wage orders.
Colorado	\$14.42	Jan. 1, 2024	<ul style="list-style-type: none"> <li>The rate for tipped employees is \$11.40 per hour</li> <li>The rate for nonemancipated minors is \$12.26 per hour</li> </ul>
Connecticut	\$15.69	Jan. 1, 2024	<ul style="list-style-type: none"> <li>The rate for tipped workers is 36.8% of the state's rate (\$5.77 per hour for 2024).</li> <li>The rate for bartenders is 18.5% of the state's rate (\$2.90 per hour for 2024).</li> </ul>
District of Columbia	TBA	July 1, 2024	
Delaware	\$13.25	Jan. 1, 2024	<ul style="list-style-type: none"> <li>\$2.23 per hour for tipped employees.</li> <li>The state minimum wage rate will increase to \$15 per hour on Jan. 1, 2025.</li> </ul>
Florida	\$13	Sept. 30, 2024	\$9.98 per hour for tipped employees.
Georgia	\$7.25	Already in effect	A \$5.15 per hour state rate applies only to workers not covered by the Fair Labor Standards Act (FLSA) (very limited exceptions).
Hawaii	\$14	Jan. 1, 2024	<ul style="list-style-type: none"> <li>\$16 per hour on Jan. 1, 2026,</li> <li>\$18 per hour on Jan. 1, 2028.</li> <li>\$12.75 per hour for tipped employees on Jan. 1, 2024.</li> <li>\$14.75 per hour for tipped employees on Jan. 1, 2026.</li> <li>\$16.50 per hour for tipped employees on Jan. 1, 2028.</li> </ul>
Idaho	\$7.25	Already in effect	\$3.35 per hour for tipped employees.
Illinois	\$14	Jan. 1, 2024	<ul style="list-style-type: none"> <li>\$15 per hour on Jan. 1, 2025.</li> <li>The state rate applies to employers with four or more employees.</li> <li>Tip credit cannot exceed 40% of the applicable minimum wage.</li> <li>\$8.40 per hour for tipped employees on Jan. 1, 2024.</li> </ul>

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Jurisdiction	2024 Rate	Effective	Tip Rate/Notes
			<ul style="list-style-type: none"> <li>• \$9 per hour for tipped employees on Jan. 1, 2025.</li> <li>• \$12 per hour for youth under the age of 18 working fewer than 650 hours per calendar year on Jan. 1, 2024.</li> <li>• \$13 per hour for youth under the age of 18 working fewer than 650 hours per calendar year on Jan. 1, 2024.</li> </ul>
Indiana	\$7.25	Already in effect	\$2.13 per hour for tipped employees.
Iowa	\$7.25	Already in effect	\$4.35 per hour for tipped employees.
Kansas	\$7.25	Already in effect	\$2.13 per hour for tipped employees.
Kentucky	\$7.25	Already in effect	\$2.13 per hour for tipped employees.
Louisiana	\$7.25	Already in effect	No state minimum wage rate. The federal rate applies.
Maine	\$14.15	Jan. 1, 2024	\$7.08 per hour for tipped employees.
Maryland	\$15	Jan. 1, 2024	<ul style="list-style-type: none"> <li>• On Jan. 1, 2024, the state rate applies to all employees, regardless of employer size.</li> <li>• \$3.63 per hour for tipped employees.</li> <li>• 85% of state rate for employees under 18 years of age.</li> <li>• Different rates may apply for <a href="#">Montgomery</a> and <a href="#">Prince George</a> counties.</li> </ul>
Massachusetts	\$15	Already in effect	\$6.75 per hour for tipped employees.
Michigan	\$10.33	Jan. 1, 2024	<ul style="list-style-type: none"> <li>• \$3.93 per hour for tipped employees;</li> <li>• \$8.78 per hour for minors 16 or 17 years of age (85% of state rate); and</li> <li>• \$4.25 per hour as the training wage for newly hired employees ages 16-19 for their first 90 days of employment.</li> </ul>
Minnesota	\$10.85/\$8.85	Jan. 1, 2024	<p>No tip credit allowed. The higher rate applies to large employers (\$500,000 or more in annual gross revenue). The \$8.85 rate applies to:</p> <ul style="list-style-type: none"> <li>• Small employers</li> <li>• Employees under 18 years of age (youth wage)</li> <li>• Employees under 20 years of age during their first 90 days of work (training wage)</li> </ul>
Mississippi	\$7.25	Already in effect	No state minimum wage rate. The federal rate applies.
Missouri	\$12.35	Jan. 1, 2024	\$6.175 (50% of the current minimum rate for tipped employees).
Montana	\$10.30/\$4	Jan. 1, 2024	No tip credit, meal credit or training wage is allowed. The lower rate applies to businesses with gross annual sales of

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Jurisdiction	2024 Rate	Effective	Tip Rate/Notes
			\$110,000 or less that are not covered by federal minimum wage law.
Nebraska	\$12	Jan. 1, 2024	<ul style="list-style-type: none"> <li>• \$2.13 per hour for tipped employees.</li> <li>• \$13.50 per hour beginning Jan. 1, 2025.</li> <li>• \$15 per hour beginning Jan. 1, 2026.</li> <li>• The rate will be adjusted annually to reflect the cost of inflation beginning on Jan. 1, 2027.</li> </ul>
Nevada	TBA	July 1, 2024	A higher rate applies to employees without health benefits. No tip credit is allowed.
New Hampshire	\$7.25	Already in effect	Tipped employees must receive 45% of the applicable rate.
New Jersey	\$15.13	Jan. 1, 2024	<p>The state rate applies to employers with six or more employees. Additional rates may apply:</p> <ul style="list-style-type: none"> <li>• \$13.93 per hour for seasonal and small employers with fewer than six employees</li> <li>• \$5.26 per hour for tipped workers' cash wage</li> <li>• \$12.81 per hour for agricultural employees</li> <li>• \$13.73 per hour for seasonal employees</li> <li>• \$18.13 per hour for long-term care facility direct care staff members</li> </ul>
New Mexico	TBA	Jan. 1, 2024	
New York	\$16/\$15	Jan. 1, 2024	<p>The minimum wage rate in New York varies by location and industry:</p> <ul style="list-style-type: none"> <li>• \$16 per hour for employees in New York City and the downstate area.</li> <li>• \$15 per hour for the remainder of the state.</li> <li>• Additional rates may apply under specific industry wage orders. Visit the New York Department of Labor <a href="#">website</a> for more minimum wage rate information.</li> </ul> <p>Future increases are scheduled as follows:</p> <ul style="list-style-type: none"> <li>• \$16.50/\$15.50 per hour on Jan. 1, 2025.</li> <li>• \$17/\$16 per hour on Jan. 1, 2026.</li> </ul>
North Carolina	\$7.25	Already in effect	\$2.13 per hour for tipped employees.
North Dakota	\$7.25	Already in effect	\$4.86 per hour for tipped employees.
Ohio	\$10.45	Jan. 1, 2024	\$5.25 per hour for tipped employees. Employers that gross less than \$385,000 must pay their employees no less than the current federal minimum wage rate.

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Jurisdiction	2024 Rate	Effective	Tip Rate/Notes
Oklahoma	\$7.25/\$2	Already in effect	The higher rate applies to employers with 10 or more full-time employees at any one location and employers with annual gross sales over \$100,000; all other employees not covered by the FLSA are subject to the state minimum wage of \$2 per hour.
Oregon	TBA	July 1, 2024	<ul style="list-style-type: none"> <li>No tip credit allowed.</li> <li>The rate for the Portland Metro area is \$1.25 above the state rate.</li> <li>The rate for nonurban counties is \$1 less than the state rate.</li> </ul>
Pennsylvania	\$7.25	Already in effect	\$2.83 per hour for tipped employees.
Rhode Island	\$14	Jan. 1, 2024	<ul style="list-style-type: none"> <li>\$3.89 per hour for tipped employees.</li> <li>\$15 per hour on Jan. 1, 2025.</li> </ul>
South Carolina	\$7.25	Already in effect	No state minimum wage rate. The federal rate applies.
South Dakota	\$11.20	Jan. 1, 2024	\$5.60 per hour for tipped employees (50% of the state minimum wage rate).
Tennessee	\$7.25	Already in effect	No state minimum wage rate. The federal rate applies.
Texas	\$7.25	Already in effect	\$2.13 per hour for tipped employees.
Utah	\$7.25	Already in effect	\$2.13 per hour for tipped employees.
Vermont	\$13.67	Jan. 1, 2024	\$6.84 per hour for tipped employees (50% of the state minimum wage rate).
Virginia	\$12	Already in effect	<ul style="list-style-type: none"> <li>The minimum wage for tipped employees in Virginia is the same as the minimum wage for all other employees.</li> <li>The \$13.50 per hour rate for Jan. 1, 2025, and \$15 per hour for Jan. 1, 2026, still need to be ratified by July 1, 2024, to remain valid.</li> </ul>
Washington	\$16.28	Jan. 1, 2024	No tip credit allowed. Workers who are 14 or 15 years old may be paid 85% of the state minimum wage rate or \$13.84 per hour.
West Virginia	\$8.75	Already in effect	The state rate applies to employers with six or more employees. Employers can take a tip credit of up to 70% of the state rate.
Wisconsin	\$7.25	Already in effect	\$2.33 per hour for tipped employees.

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Jurisdiction	2024 Rate	Effective	Tip Rate/Notes
Wyoming	\$5.15	Already in effect	\$2.13 per hour for tipped employees. The \$7.25 federal rate applies to employers covered by the FLSA.