



e-Alert: New Year Brings Minimum Wage Increases for Many State and Local Workers

Overview

Numerous states and local municipalities have minimum wage increases that went into effect on January 1, 2019:

- **Alaska:** \$9.89 per hour
- **Arizona:** \$11.00 per hour
- **Flagstaff, AZ:** \$12.00 per hour
- **Arkansas:** \$9.25 per hour
- **California:** \$12.00 per hour for employers with **26 or more employees**; \$11.00 per hour for employers with **25 or fewer employees**
- **Belmont, CA:** \$13.50 per hour
- **Cupertino, CA:** \$15.00 per hour
- **El Cerrito, CA:** \$15.00 per hour
- **Los Altos, CA:** \$15.00 per hour
- **Mountain View, CA:** \$15.65 per hour
- **Oakland, CA:** \$13.80 per hour
- **Palo Alto, CA:** \$15.00 per hour
- **Redwood, CA:** \$13.50 per hour for employers with **26 or more employees**; \$13.50 per hour for employers with **25 or fewer employees**
- **Richmond, CA:** \$15.00 per hour for employers **without medical benefits**; \$13.50 per hour for employers **with medical benefits**. (If an employer pays at least \$1.50 per hour per employee towards an employee medical benefits plan, which allows the employee to receive employer-compensated care from a licensed physician, the employer can pay employees \$1.50 per hour less than the minimum wage. Richmond, CA Code § 7.108.040.)
- **San Diego, CA:** \$12.00 per hour
- **San Jose, CA:** \$15.00 per hour
- **San Mateo, CA:** \$15.00 per hour; \$13.50 per hour for **nonprofit**
- **Santa Clara, CA:** \$15.00 per hour
- **Sunnyvale, CA:** \$15.65 per hour
- **Maine:** \$11.00 per hour
- **Portland, ME:** \$11.00 per hour
- **Massachusetts:** \$12.00 per hour
- **Minnesota:** \$9.86 per hour (**\$500,000 or more annual gross sales**); \$8.04 per hour (**less than \$500,000 annual gross sales**)
- **Missouri:** \$8.60 per hour
- **Montana:** \$8.50 per hour
- **New Jersey:** \$8.85 per hour
- **Albuquerque, NM:** \$9.20 per hour for employers **without benefits**; \$8.20 per hour for employers **with benefits**
- **Bernalillo County, NM:** \$9.05 per hour for employers **without benefits** (unincorporated); \$8.05 per hour for employers **with benefits** (unincorporated)



- **Las Cruces, NM:** \$10.10 per hour
- **Ohio:** \$8.55 per hour
- **Rhode Island:** \$10.50 per hour
- **South Dakota:** \$9.10 per hour
- **Vermont:** \$10.78 per hour
- **Washington State:** \$12.00 per hour
- **SeaTac, WA:** \$16.09 per hour (**hospitality & transportation**)
- **Seattle, WA:** \$16.00 per hour **schedule 1 large employer hourly minimum wage**; \$12.00 per hour (**schedule 2 small employer hourly minimum wage**); \$15.00 per hour (**schedule 2 small employer hourly minimum compensation**)
- **Tacoma, WA:** \$12.35 per hour

Employer next steps

1. If your organization is affected by these changes, ensure your payroll is in compliance as of January 1, 2019.
2. If HR Knowledge processes your payroll, please inform your Client Account Manager (CAM) of any minimum wages that need to be adjusted accordingly.
3. If you process your own payroll, please note that when you submit these payrolls, you must make any necessary changes to employees' rates by entering the new rate in the Pay Rate field found on the Payroll Info page under the Employees tab.

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