



## State Pay Frequency Requirements

Location	Weekly	Bi-Weekly	Semi-Monthly	Monthly	Additional Information
<b>Alabama</b>		✓*	✓*		Private-sector employers no regulations specified. Public Service Corporations employing 50 or more people must pay employees at least twice per month and not more than 15 days following the close of a pay period. ALA. CODE § 37- 8-270.  <i>Citation:</i> <a href="#">Ala Code Section 37-8-270</a>
<b>Alaska</b>			✓	✓*	An employer must pay employees at least once per month on regular scheduled paydays.  <i>Citation:</i> <a href="#">Alaska Stat. §§ 23.05.140 – 23.05.280</a>
<b>Arizona</b>			✓		All employees must be paid at least twice a month on regular paydays occurring no more than 16 days apart, as fixed paydays for payment of wages to the employees.  <i>Citation:</i> <a href="#">A.R.S. §§ 23-351</a>
<b>Arkansas</b>			✓	✓*	Employers must pay employees at least semi-monthly. However, corporations with gross income of at least \$500,000 that compensate mgmt. level or exec. Employees at a gross annual rate over \$25,000 may pay such wages once per month.*  <i>Citation:</i> <a href="#">Ark. Code Ann. § 11-4-401</a>
<b>California</b>	✓*	✓*	✓		*Frequency depends on the wage and occupation. <a href="#">FAQ Paydays</a>  <i>Citation:</i> <a href="#">Cal. Lab. Code § 200-452</a>

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<b>Colorado</b>				✓	Wages must be paid regularly once per month no later than 10 days following the close of each pay period. Citation: <a href="#">C.R.S. § 8-4-101 – 8-4-103</a>
<b>Connecticut</b>	✓	✓*			An employer must pay employees at least weekly and on regular paydays designated in advance, no later than 8 days after the end of the pay period. Longer interval permitted if approved by labor commissioner. * Citation: <a href="#">Sec-31-71b</a>
<b>Delaware</b>				✓	Employers must pay wages at least once per month no later than 7 days after the close of the pay period. Citation: <a href="#">19 Del. C. § 1102</a>
<b>District of Columbia</b>			✓*	✓*	*Non-exempt employees must be paid at least twice per month. Administrative, executive, and professional employees must be paid at least once per month. Citation: <a href="#">D.C. Code § 32-1302</a>
<b>Florida</b>					No requirements concerning pay frequency. Citation: <a href="#">FSA § 532.01 – 532.04</a>
<b>Georgia</b>			✓		Wages must be paid at least twice a month for equal pay periods. Citation: <a href="#">O.C.G.A. § 34-7-2</a>
<b>Hawaii</b>			✓	✓*	Pay day requirements only apply to private sector employers* Employers may pay wages at least twice each month, within seven days of the end of the pay period. Employees may choose to be paid on a monthly basis under special election procedure.* Citation: <a href="#">HRS §§ 388-1 – 388-</a>
<b>Idaho</b>				✓	Employers must pay wages at least once per month, no more than 15 days after the end of the pay period. Citation: <a href="#">Idaho Code § 45- 608</a>
<b>Illinois</b>			✓*	✓	Commissions and wages of executive, administrative, and professional employees must be paid once a month. *All other employees must be paid semimonthly. Citation: <a href="#">820 ILCS 115/3</a>

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<b>Indiana</b>		✓	✓		Employers in Indiana are generally required to pay wages to employees at least semi-monthly, or biweekly if requested by an employee, and must make wage payments within 10 business days of a pay period.  <i>Citation:</i> <a href="#">I.C. §§ 22-2-5-3</a>
<b>Iowa</b>		✓	✓	✓	An employer must pay all wages due on regular paydays at least in monthly, semimonthly, or biweekly installments, at consistent intervals and no later than 12 days from the end of the period when the wages were earned. Employee on commission have different requirements.  <i>Citation:</i> <a href="#">Iowa Code § 91A.1-14</a>
<b>Kansas</b>				✓	Employers must pay employees at least once per month on regular paydays not more than 15 days after the end of the pay period.  <i>Citation:</i> <a href="#">Kan. Stat. Ann. § 44-312</a>
<b>Kentucky</b>			✓		Wages must be paid at least semi-monthly (excepting employers in the mining industry). Any employee who is absent at the time fixed for payment, or who, for any other reason, is not paid at that time, shall be paid thereafter at any time upon six (6) days' demand.  <i>Citation:</i> <a href="#">KRS §§ 337.020</a>
<b>Louisiana</b>		✓	✓*		Employers must inform employees how frequently they will be paid. Employers in manufacturing, oil, or mining operations must pay employees as often as once every two weeks or twice in each calendar month. *employers in manufacturing, oil, or mining operations must pay employees as often as once every two weeks or twice in each calendar month.  <i>Citation:</i> <a href="#">La. Rev. Stat. Ann. § 23:631</a>
<b>Maine</b>		✓	✓		At regular intervals not exceeding 16 days, employers must pay full all wages earned, on an established date at regular intervals. Each payment must include all wages earned to within 8 days of the payment date.  <i>Citation:</i> <a href="#">26 M.R.S.A. § 621-A - 635</a>

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<b>Maryland</b>		✓	✓	✓*	<p>Each employer must set regular pay periods and must pay each employee at least once in every two weeks or twice in each month. *employers may pay administrative, executive, or professional employees less frequently. <a href="#">Wage Pay</a></p> <p><i>Citation:</i> <a href="#">Maryland Guide to Wage Payment and Employment Standards</a></p>
<b>Massachusetts</b>	✓*	✓*	✓*	✓*	<p>Non-exempt, hourly employees must be paid on a weekly or biweekly basis, within six days of the pay period ending.</p> <p>*Employers may pay exempt and salaried non-exempt employees weekly, biweekly, or semi-monthly (or monthly at the employee's request), no later than six days after the end of the pay period. Agricultural employees may be paid monthly. Additional guidance from <a href="#">The Attorney General</a></p> <p><i>Citation:</i> <a href="#">Mass. Gen. Laws. ch. 149 § 148 – 159C</a></p>
<b>Michigan</b>	✓*	✓*	✓*	✓*	<p>*Frequency depends on the wage and occupation</p> <p><i>Citation:</i> <a href="#">MCL 408.470 – 408.489</a></p>
<b>Minnesota</b>			✓*	✓	<p>Every employer must pay all wages earned at least once every 31 days on a regular payday. *certain industries require payment of wages every 15 days.</p> <p><i>Citation:</i> <a href="#">Minn. Stat. § 181.01 – 181.171</a></p>
<b>Mississippi</b>		✓	✓		<p>Every employer engaged in manufacturing of any kind in Mississippi employing 50 or more employees, other than bona fide executive, administrative, or professional employees, and employing public labor must make full payment to employees for services performed as often as once every two weeks or twice a month or on the second and fourth Saturdays of each month.</p>
<b>Missouri</b>			✓	✓*	<p>Employers must pay all persons operating railroads or railroad shops in this state, shall pay the wages and salaries of their employees as often as semimonthly, within sixteen days of the close of each payroll period Employers can pay executive, administrative and professional employees, and sales people and other employees compensated in whole or in part on a commission basis, at the option of such employers, may be paid their salaries or commissions monthly.*</p> <p><i>Citation:</i> <a href="#">§290.080</a></p>

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<b>Montana</b>					Employers must establish a regular pay schedule and pay wages no more than 10 days following the end of the pay period. <i>Citation:</i> <a href="#">Mont. Code Ann. § 39-3-201 – 216</a>
<b>Nebraska</b>					No regulation on pay frequency. <i>Citation:</i> <a href="#">§ Ch. 48 - 1229</a>
<b>Nevada</b>			✓	✓*	With exceptions, all wages must be paid semimonthly. *Monthly payday requirements for Executive, Administrative and professional personal. <i>Citation:</i> <a href="#">NRS 608.005 – 608.330</a>
<b>New Hampshire</b>	✓	✓	✓*	✓*	Employer must pay all wages due to employees within 8 days after the expiration of the work week if the employee is paid on a weekly basis, or within 15 days after the expiration of the work week if the employee is paid on a biweekly basis, except when permitted to pay wages less frequently as authorized by the commissioner <i>Citation:</i> <a href="#">N.H. Rev. Stat. Ann. § 275:42 – 275:55</a>
<b>New Jersey</b>		✓*	✓	✓*	An employer must pay employees at least twice each calendar month on regular paydays designated in advance. The regularly scheduled payday may not be more than 10 working days after the end of the pay period. An employer may establish regular paydays less frequently than semimonthly, but at least monthly, for a bona fide executive, supervisor, or other special employee classification.* <i>Citation:</i> <a href="#">N.J. Stat. Ann. §§ 34:11-2 – 34:11-33.6</a>
<b>New Mexico</b>			✓	✓*	An employer in this state shall designate regular pay days, not more than sixteen days apart, as days fixed for the payment of wages to all employees paid in this state.*employers may pay professional, administrative, executive employees, or outside salespersons differently, excluding those employees whose wages are subject to provisions of collective-bargaining agreements. <i>Citation:</i> <a href="#">NMSA § 50-4-1 – 50-4-34</a>
<b>New York</b>	✓*		✓*	✓*	Manual workers must be paid weekly. *Commission salespeople must be paid at least once per month.* Clerical employees must be paid not less frequently than semimonthly.* <i>Citation:</i> <a href="#">N.Y. Labor Law §§ 190 – 199</a>

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<b>North Carolina</b>	✓	✓	✓	✓	An employer must pay wages on regular paydays. Pay periods may be daily, weekly, biweekly, semimonthly, or monthly. Wages based on bonuses, commissions, or other forms of calculation may be paid as infrequently as annually, if prescribed in advance.  <i>Citation:</i> <a href="#">N.C. Gen. Stat. § 95-25.1 – 25.25</a>
<b>North Dakota</b>				✓	Employers must pay all wages owed at least once each calendar month on designated paydays.  <i>Citation:</i> <a href="#">§ Ch. 34-14</a>
<b>Ohio</b>			✓		An employer must, on or before the first day of each month, pay all its employees the wages earned by them during the first half of the preceding month ending with the 15th day, and must, on or before the 15th day of each month, pay the employees the wages earned by them during the last half of the preceding calendar month.  <i>Citation:</i> <a href="#">Ohio Rev. Code § 4113.15 -4113.19</a>
<b>Oklahoma</b>			✓	✓*	Oklahoma employers must pay all wages due their employees, other than exempt employees and employees of specified nonprivate foundations, at least twice each calendar month on regular paydays designated in advance by the employer. The designated payday must occur not more than 11 days after the end of the pay period. State, county, and municipal employees and exempt employees must be paid at least once each calendar month.  *Frequency depends on the wage and occupation  <i>Citation:</i> <a href="#">40 Okla. Stat. §§ 165.1 – 187</a>
<b>Oregon</b>				✓	Employers must pay wages due on regular paydays not more than 35 days from the last regular payday.  <i>Citation:</i> <a href="#">Or. Rev. Stat. §§ 652.110 – 652.640</a>
<b>Pennsylvania</b>		✓*	✓		Employers must set regular paydays, and pay wages within 15 days of the end of the pay period.  <i>Citation:</i> <a href="#">43 Pa. Stat. § 260.1 et seq</a>

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<b>Rhode Island</b>	√*	√*	√*	√*	<p>Every employee other than employees of the state and its political subdivisions and of religious, literary, or charitable corporations must be paid weekly all wages due from an employer, except those employees whose compensation is fixed at a biweekly, semimonthly, monthly, or yearly rate.</p> <p>*Frequency depends on the wage and occupation</p> <p>Citation: <a href="#">R.I. Gen. Laws §§ 28-14-1 —28-14-31</a></p>
<b>South Carolina</b>					<p>No regulation on pay frequency</p> <p>Citation: <a href="#">S.C § Ch. 10 -41-10-10</a></p>
<b>South Dakota</b>				✓	<p>Employer must pay all wages due at least once each calendar month.</p> <p>Citation: <a href="#">S.D. Codified Laws §§ 60-11-1 – 60-11-24</a></p>
<b>Tennessee</b>			√*	√*	<p>All wages or compensation of employees in private employment are due and payable at least once a month. If payments are made only once per month, then all wages or compensation earned and unpaid prior to the first day of any month are due and payable no later than the fifth day of the succeeding month. If payments are made two or more times per month, then all wages and compensation of employees in private employments are due and payable as follows:</p> <ul style="list-style-type: none"> <li>• All wages or compensation earned and unpaid prior to the first day of any month are due and payable no later than the twentieth day of the month following the month when the wages were earned.</li> <li>• All wages or compensation earned and unpaid prior to the sixteenth day of any month are due and payable no later than the fifth day of the succeeding month.</li> </ul> <p>*frequency depends on the wage, occupation and employer</p> <p>Citation: <a href="#">Tenn. Code Ann. §§ 50-2-101 – 50-2-110</a></p>
<b>Texas</b>			✓	√*	<p>Exempt employees must be paid at least once per month*. All other employees must be paid at least twice per month. If wages are paid twice per month, each pay period must consist, as nearly as possible, of an equal number of days. *Frequency depends on the wage and occupation.</p> <p>Citation: <a href="#">Tex. Lab. Code §§ 61.001 – 61.095</a></p>

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<b>Utah</b>			✓	✓*	Employers must pay wages at least semimonthly and not more than ten days after the close of a pay period. Employees on a salary can be paid monthly*. <i>Citation: <a href="#">Utah Code Ann. §§ 34-28-1 – 34-28-19</a></i>
<b>Vermont</b>	✓*	✓*	✓*		Vermont employers must pay employees on a weekly basis within six calendar days after the end of the payroll period. If an employer provides written notice, the employer may pay employees biweekly or semimonthly. If provided by a collective- bargaining agreement, employees may be paid within 13 days after the end of a pay period. <i>Citation: <a href="#">21 Vt. Stat. Ann. §§ 341 – 347</a></i>
<b>Virginia</b>		✓	✓	✓*	All employers must establish regular pay periods and rates of pay for all employees except executive personnel. Salaried employees must be paid on regular paydays at least once each month.* Hourly wage employees must be paid on regular paydays at least once every two weeks or twice monthly.  *Frequency depends on the wage and occupation <i>Citation: <a href="#">Va. Code Ann. §§ 40.1- 29 – 40.1-33</a></i>
<b>Washington</b>				✓	Employers must pay wages at least once per month on a regular payday. <i>Citation: <a href="#">WAC 296-128-035</a></i>
<b>West Virginia</b>			✓		Employers must pay wages at least twice every month and no more than 19 days apart. <i>Citation: <a href="#">W. Va. Code §§ 21-5-1 – 21-5-18</a></i>
<b>Wisconsin</b>				✓	With limited exceptions, employers must pay wages at least monthly. <i>Citation: <a href="#">Wis. Stat. §§ 109.01 – 109.12</a></i>
<b>Wyoming</b>			✓*		Wyoming currently has no general laws regulating the timing of wage payments to private sector employees.  Employers must pay wages on regular paydays. On or before the first day of each month, pay employees the wages earned during the first half of the preceding month ending with the 15 <sup>th</sup> day of the month and on or before the 15 <sup>th</sup> day of each month pay employees the wages earned during the last half of the preceding month. <i>Citation: <a href="#">Wyo. Stat. §§ 27-4-101 – 27-4-116</a></i>

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