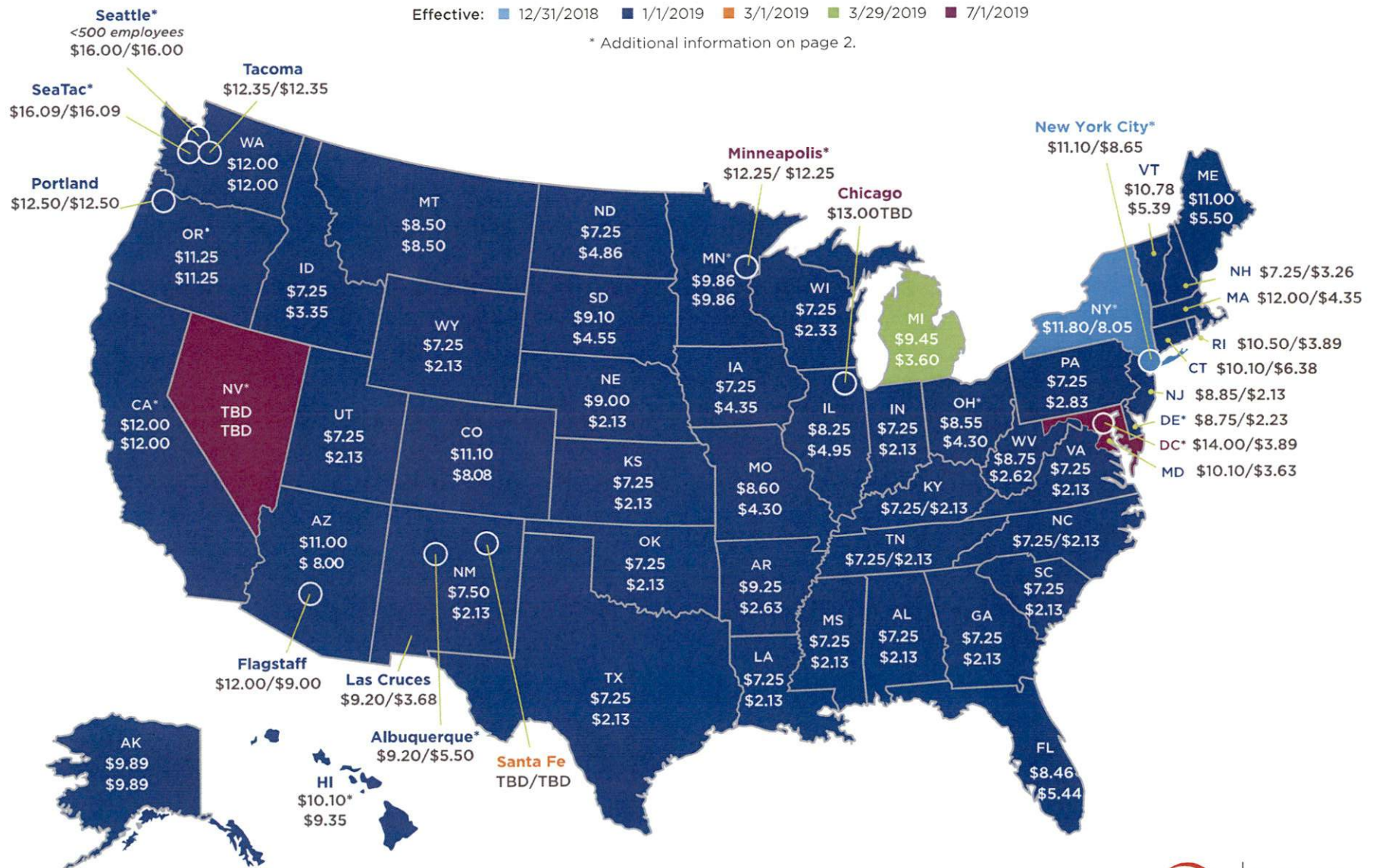


State and Local 2019 Minimum Wage Rates

First # = state's hourly minimum wage rate
 Second # = minimum cash wage for tipped employees

Effective: ■ 12/31/2018 ■ 1/1/2019 ■ 3/1/2019 ■ 3/29/2019 ■ 7/1/2019

* Additional information on page 2.



CALIFORNIA CITIES

Alameda \$13.50/\$13.50	Milpitas \$15.00/\$15.00	San Francisco TBD/TBD
Belmont \$13.50/\$13.50	Mountain View \$15.65/\$15.65	San Jose \$15.00/\$15.00
Berkeley TBD/TBD	Oakland \$13.80/\$13.80	San Leandro \$14.00/\$14.00
Cupertino \$15.00/\$15.00	Palo Alto \$15.00/\$15.00	Santa Clara \$15.00/\$15.00
El Cerrito \$15.00/\$15.00	Redwood City \$13.50/\$13.50	San Mateo \$15.00/\$15.00
Emeryville >25 employees TBD/TBD	Pasadena >25 employees TBD/TBD	Santa Monica >25 employees \$14.25/\$14.25
Los Altos \$15/\$15	<25 employees TBD/TBD	<25 employees \$13.25/\$13.25
Los Angeles >25 employees \$14.25/\$14.25	Richmond w/out benefits \$15.00/\$15.00	Sunnyvale \$15.65/\$15.65
<25 employees \$13.25/\$13.25	w/ benefits \$13.50/\$13.50	
Malibu >25 employees \$14.25/\$14.25	Sacramento \$11.75/\$11.75	
<25 employees \$13.25/\$13.25	San Diego \$12.00/\$12.00	

COUNTIES

CALIFORNIA	ILLINOIS	MARYLAND
Los Angeles County >25 employees \$14.25/\$14.25	Cook Co. \$12.00	Montgomery Co. >50 employees \$13.00
<25 employees \$13.25/\$13.25	TBD	<50 employees \$12.50
NEW MEXICO	NEW YORK	Prince George's Co. \$11.50/\$4.00
Santa Fe Co. \$11.40/\$3.41	Nassau, Suffolk, Westchester Co.s \$12.00/\$8.00	OREGON
Bernalillo Co. Unincorp. w/ benefits \$8.05/\$2.13		Non-urban Co. \$11.00/\$10.50
w/out benefits \$9.05/\$2.13		
Las Cruces \$10/\$10		

* ADDITIONAL NOTES

CALIFORNIA

\$12/\$12 for large employers (>26 employees)

\$11/\$11 for small employers (<26 employees)

DELAWARE

Minimum wage will increase again on October 1 to \$9.25

Tip credit will remain at \$2.23

MINNESOTA

\$8.04/\$8.04 for companies with less than \$500,000

in annual gross sales

Minneapolis

\$11/\$11 for small employers (100 or fewer employees)

NEW MEXICO

Albuquerque

\$8.20/\$5.50 for companies that provide \$2,500 annually

in healthcare or childcare benefits, \$9.20/\$5.50 for those that don't

NEW YORK:

- **New York City** (11 or more employees) \$15/\$10
- **New York City** (10 or more employees) \$13.50/\$9
- **Nassau, Suffolk and Westchester Counties** \$12/\$8
- **Rest of the State** \$11.10/\$7.85
- **QSR Employees in NYC** \$15/\$15
- **QSR Employees in remainder of state** \$12.75/\$12.75

OREGON:

Portland Metro \$12.50/\$12.50

Rural Counties \$11/\$11

Remainder of state \$11.25/\$11.25

WASHINGTON:

Seattle

<500 employees

w/ benefits

\$15.00/\$15.00

w/out benefits