

State by State Impact of Minimum Wage Announcement, February 9, 2026

On February 9, the Department of Labor (DOL) announced that, beginning May 11, 2026, the minimum wage rate is \$13.65 per hour for non-tipped federal service contract workers and \$9.55 per hour for tipped employees performing such work. The minimum wage applies to workers working on or in connection with federal contracts subject to the Davis-Bacon Act and the Service Contract Act. This wage rate, and subsequent indexed updates, was established by EO during the Obama administration. Previously, a Biden EO, established a non-indexed wage rate of \$15.00 per hour which was adjusted each subsequent year to a high of \$17.20 per hour. The Biden EO was rescinded in 2025.¹

- States with minimum wage rate higher than SCA: 19
- States with minimum wage rate lower than SCA: 31
- The federal minimum wage preempts state laws if the state rate is lower or non-existent and applies to employees covered by the FLSA, while state laws may cover other employees².

State	Basic Minimum Wage Rate
Alabama*	\$7.25
Alaska	\$13.00
Arizona	\$15.15
Arkansas	\$11.00
California	\$16.90
Colorado	\$15.16
Connecticut	\$16.94
Delaware	\$15.00
Florida	\$14.00
Georgia³	\$5.15
Hawaii	\$16.00
Idaho	\$7.25
Illinois	\$15.00
Indiana	\$7.25
Iowa	\$7.25
Kansas	\$7.25
Kentucky	\$7.25
Louisiana*	\$7.25
Maine	\$15.10
Maryland	\$15.00
Massachusetts	\$15.00

¹ Federal contractors must distinguish between contracts entered into before January 30, 2022 (subject to EO 13658 and DOL’s annual indexed increases), and those entered into on or after that date, which were governed by the Biden-era EO 14026 prior to its revocation, which established a \$15 per hour federal contractor minimum wage.

² Most employers are subject to the FLSA. Employees that are exempt from the FLSA minimum wage include:

- Executive, administrative and professional employees
- Outside sales employees
- Employees at certain computer-related occupations
- Employees of certain seasonal establishments
- Farmworkers employed by anyone who used no more than 500 “man-days” of farm labor in any calendar quarter of the preceding calendar year
- Casual babysitters and person employe as companions to the elderly or infirmed

Michigan	\$13.73
Minnesota	\$11.41
Mississippi*	\$7.25
Missouri	\$15.00
Montana	Businesses with gross annual sales of more than \$110,000: \$10.85 Businesses not covered by the FLSA with gross annual sales of \$110,000 or less: \$4.00
Nebraska	\$15.00
Nevada	\$12.00
New Hampshire	\$7.25
New Jersey	\$15.92
New Mexico	\$12.00
New York	\$17.00
North Carolina	\$7.25
North Dakota	\$7.25
Ohio	Employers with annual gross receipts of \$405,000 or more: \$11.00 Employers with annual gross receipts under \$405,000: \$7.25
Oklahoma	Employers with ten or more full time employees at any one location or employers with annual gross sales over \$100,000 irrespective of number of full-time employees: \$7.25 All other employers: \$2.00
Oregon	\$15.05
Pennsylvania	\$7.25
Rhode Island	\$16.00
South Carolina*	\$7.25
South Dakota	\$11.85
Tennessee*	\$7.25
Texas	\$7.25
Utah	\$7.25
Vermont	\$14.42
Virginia	\$12.77
Washington	\$17.13
West Virginia	\$8.75
Wisconsin	\$7.25
Wyoming⁴	\$5.15

³ **Georgia:**

Applicable to employers of 6 or more employees

Basic Minimum Rate (per hour): \$5.15

The State law excludes from coverage any employment that is subject to the FLSA when the federal rate is greater than the State rate.

Employers subject to the Fair Labor Standards Act must pay the current Federal minimum wage of \$7.25 per hour.

⁴ **Wyoming:**

Basic Minimum Rate (per hour): \$5.15

Employers subject to the FLSA must pay the current Federal minimum wage of \$7.25 per hour.

* No state minimum wage law—employers subject to Fair Labor Standards Act (FLSA) must pay the current federal minimum wage of \$7.25 per hour. This federal minimum wage preempts state minimum wage laws that are lower.

