

Denotes Substantial Wage Increase (above 4%)
 Denotes Wage Decrease

STATE	2013	2014	%	2014	2015	%	2015	2016	%	2016	2017	%	2017	2018	%	2018	2019	%
National Average	\$10.80	\$11.10	2.8%	\$11.10	\$11.29	1.7%	\$11.29	\$11.74	4.0%	\$11.74	\$12.02	2.4%	\$12.02	\$12.20	1.5%	\$12.20	\$12.96	6.2%
Alabama	\$9.78	\$10.00	2.2%	\$10.00	\$10.00	0.0%	\$10.00	\$10.59	5.9%	\$10.59	\$10.62	0.3%	\$10.62	\$10.95	3.1%	\$10.95	\$11.13	1.6%
Arizona	\$9.73	\$9.97	2.5%	\$9.97	\$10.54	5.7%	\$10.54	\$11.20	6.3%	\$11.20	\$10.95	-2.2%	\$10.95	\$10.46	-4.5%	\$10.46	\$12.00	14.7%
Arkansas	\$9.50	\$9.87	3.9%	\$9.87	\$10.18	3.1%	\$10.18	\$10.69	5.0%	\$10.69	\$10.38	-2.9%	\$10.38	\$10.73	3.4%	\$10.73	\$11.33	5.6%
California	\$10.74	\$11.01	2.5%	\$11.01	\$11.33	2.9%	\$11.33	\$11.89	4.9%	\$11.89	\$12.57	5.7%	\$12.57	\$13.18	4.9%	\$13.18	\$13.92	5.6%
Colorado	\$10.08	\$10.89	8.0%	\$10.89	\$11.37	4.4%	\$11.37	\$11.27	-0.9%	\$11.27	\$11.00	-2.4%	\$11.00	\$10.69	-2.8%	\$10.69	\$13.13	22.8%
Connecticut	\$10.91	\$11.22	2.8%	\$11.22	\$11.26	0.4%	\$11.26	\$11.74	4.3%	\$11.74	\$12.38	5.5%	\$12.38	\$12.83	3.6%	\$12.83	\$13.25	3.3%
Delaware	\$10.87	\$11.06	1.7%	\$11.06	\$11.29	2.1%	\$11.29	\$11.66	3.3%	\$11.66	\$12.19	4.5%	\$12.19	\$12.05	-1.1%	\$12.05	\$13.15	9.1%
Florida	\$9.97	\$10.26	2.9%	\$10.26	\$10.19	-0.7%	\$10.19	\$10.70	5.0%	\$10.70	\$11.12	3.9%	\$11.12	\$11.29	1.5%	\$11.29	\$11.24	-0.4%
Georgia	\$9.78	\$10.00	2.2%	\$10.00	\$10.00	0.0%	\$10.00	\$10.59	5.9%	\$10.59	\$10.62	0.3%	\$10.62	\$10.95	3.1%	\$10.95	\$11.13	1.6%
Hawaii	\$12.72	\$12.91	1.5%	\$12.91	\$12.98	0.5%	\$12.98	\$12.64	-2.6%	\$12.64	\$13.14	4.0%	\$13.14	\$14.37	9.4%	\$14.37	\$14.73	2.5%
Idaho	\$9.99	\$10.69	7.0%	\$10.69	\$11.14	4.2%	\$11.14	\$11.75	5.5%	\$11.75	\$11.66	-0.8%	\$11.66	\$11.63	-0.3%	\$11.63	\$13.48	15.9%
Illinois	\$11.74	\$11.63	-0.9%	\$11.63	\$11.61	-0.2%	\$11.61	\$12.07	4.0%	\$12.07	\$13.01	7.8%	\$13.01	\$12.93	-0.6%	\$12.93	\$13.26	2.6%
Indiana	\$11.74	\$11.63	-0.9%	\$11.63	\$11.61	-0.2%	\$11.61	\$12.07	4.0%	\$12.07	\$13.01	7.8%	\$13.01	\$12.93	-0.6%	\$12.93	\$13.26	2.6%
Iowa	\$11.41	\$12.22	7.1%	\$12.22	\$12.62	3.3%	\$12.62	\$12.17	-3.6%	\$12.17	\$13.12	7.8%	\$13.12	\$13.42	2.3%	\$13.42	\$13.34	-0.6%
Kansas	\$12.33	\$13.41	8.8%	\$13.41	\$13.59	1.3%	\$13.59	\$13.80	1.5%	\$13.80	\$13.79	-0.1%	\$13.79	\$13.64	-1.1%	\$13.64	\$14.38	5.4%
Kentucky	\$9.80	\$10.10	3.1%	\$10.10	\$10.28	1.8%	\$10.28	\$10.85	5.5%	\$10.85	\$10.92	0.6%	\$10.92	\$11.19	2.5%	\$11.19	\$11.63	3.9%
Louisiana	\$9.50	\$9.87	3.9%	\$9.87	\$10.18	3.1%	\$10.18	\$10.69	5.0%	\$10.69	\$10.38	-2.9%	\$10.38	\$10.73	3.4%	\$10.73	\$11.33	5.6%
Maine	\$10.91	\$11.22	2.8%	\$11.22	\$11.26	0.4%	\$11.26	\$11.74	4.3%	\$11.74	\$12.38	5.5%	\$12.38	\$12.83	3.6%	\$12.83	\$13.25	3.3%
Maryland	\$10.87	\$11.06	1.7%	\$11.06	\$11.29	2.1%	\$11.29	\$11.66	3.3%	\$11.66	\$12.19	4.5%	\$12.19	\$12.05	-1.1%	\$12.05	\$13.15	9.1%
Massachusetts	\$10.91	\$11.22	2.8%	\$11.22	\$11.26	0.4%	\$11.26	\$11.74	4.3%	\$11.74	\$12.38	5.5%	\$12.38	\$12.83	3.6%	\$12.83	\$13.25	3.3%
Michigan	\$11.30	\$11.49	1.7%	\$11.49	\$11.56	0.6%	\$11.56	\$12.02	4.0%	\$12.02	\$12.75	6.1%	\$12.75	\$13.06	2.4%	\$13.06	\$13.54	3.7%
Minnesota	\$11.30	\$11.49	1.7%	\$11.49	\$11.56	0.6%	\$11.56	\$12.02	4.0%	\$12.02	\$12.75	6.1%	\$12.75	\$13.06	2.4%	\$13.06	\$13.54	3.7%
Mississippi	\$9.50	\$9.87	3.9%	\$9.87	\$10.18	3.1%	\$10.18	\$10.69	5.0%	\$10.69	\$10.38	-2.9%	\$10.38	\$10.73	3.4%	\$10.73	\$11.33	5.6%
Missouri	\$11.41	\$12.22	7.1%	\$12.22	\$12.62	3.3%	\$12.62	\$12.17	-3.6%	\$12.17	\$13.12	7.8%	\$13.12	\$13.42	2.3%	\$13.42	\$13.34	-0.6%
Montana	\$9.99	\$10.69	7.0%	\$10.69	\$11.14	4.2%	\$11.14	\$11.75	5.5%	\$11.75	\$11.66	-0.8%	\$11.66	\$11.63	-0.3%	\$11.63	\$13.48	15.9%
Nebraska	\$12.33	\$13.41	8.8%	\$13.41	\$13.59	1.3%	\$13.59	\$13.80	1.5%	\$13.80	\$13.79	-0.1%	\$13.79	\$13.64	-1.1%	\$13.64	\$14.38	5.4%
Nevada	\$10.08	\$10.89	8.0%	\$10.89	\$11.37	4.4%	\$11.37	\$11.27	-0.9%	\$11.27	\$11.00	-2.4%	\$11.00	\$10.69	-2.8%	\$10.69	\$13.13	22.8%
New Hampshire	\$10.91	\$11.22	2.8%	\$11.22	\$11.26	0.4%	\$11.26	\$11.74	4.3%	\$11.74	\$12.38	5.5%	\$12.38	\$12.83	3.6%	\$12.83	\$13.25	3.3%
New Jersey	\$10.87	\$11.06	1.7%	\$11.06	\$11.29	2.1%	\$11.29	\$11.66	3.3%	\$11.66	\$12.19	4.5%	\$12.19	\$12.05	-1.1%	\$12.05	\$13.15	9.1%
New Mexico	\$9.73	\$9.97	2.5%	\$9.97	\$10.54	5.7%	\$10.54	\$11.20	6.3%	\$11.20	\$10.95	-2.2%	\$10.95	\$10.46	-4.5%	\$10.46	\$12.00	14.7%
New York	\$10.91	\$11.22	2.8%	\$11.22	\$11.26	0.4%	\$11.26	\$11.74	4.3%	\$11.74	\$12.38	5.5%	\$12.38	\$12.83	3.6%	\$12.83	\$13.25	3.3%
North Carolina	\$9.68	\$9.87	2.0%	\$9.87	\$10.32	4.6%	\$10.32	\$10.72	3.9%	\$10.72	\$11.27	5.1%	\$11.27	\$11.46	1.7%	\$11.46	\$12.25	6.9%
North Dakota	\$12.33	\$13.41	8.8%	\$13.41	\$13.59	1.3%	\$13.59	\$13.80	1.5%	\$13.80	\$13.79	-0.1%	\$13.79	\$13.64	-1.1%	\$13.64	\$14.38	5.4%
Ohio	\$11.74	\$11.63	-0.9%	\$11.63	\$11.61	-0.2%	\$11.61	\$12.07	4.0%	\$12.07	\$13.01	7.8%	\$13.01	\$12.93	-0.6%	\$12.93	\$13.26	2.6%
Oklahoma	\$10.18	\$10.86	6.7%	\$10.86	\$10.35	-4.7%	\$10.35	\$11.15	7.7%	\$11.15	\$11.59	3.9%	\$11.59	\$11.87	2.4%	\$11.87	\$12.23	3.0%
Oregon	\$12.00	\$11.87	-1.1%	\$11.87	\$12.42	4.6%	\$12.42	\$12.69	2.2%	\$12.69	\$13.38	5.4%	\$13.38	\$14.12	5.5%	\$14.12	\$15.03	6.4%
Pennsylvania	\$10.87	\$11.06	1.7%	\$11.06	\$11.29	2.1%	\$11.29	\$11.66	3.3%	\$11.66	\$12.19	4.5%	\$12.19	\$12.05	-1.1%	\$12.05	\$13.15	9.1%
Rhode Island	\$10.91	\$11.22	2.8%	\$11.22	\$11.26	0.4%	\$11.26	\$11.74	4.3%	\$11.74	\$12.38	5.5%	\$12.38	\$12.83	3.6%	\$12.83	\$13.25	3.3%
South Carolina	\$9.78	\$10.00	2.2%	\$10.00	\$10.59	5.9%	\$10.59	\$10.59	5.9%	\$10.59	\$10.62	0.3%	\$10.62	\$10.95	3.1%	\$10.95	\$11.13	1.6%
South Dakota	\$12.33	\$13.41	8.8%	\$13.41	\$13.59	1.3%	\$13.59	\$13.80	1.5%	\$13.80	\$13.79	-0.1%	\$13.79	\$13.64	-1.1%	\$13.64	\$14.38	5.4%
Tennessee	\$9.80	\$10.10	3.1%	\$10.10	\$10.28	1.8%	\$10.28	\$10.85	5.5%	\$10.85	\$10.92	0.6%	\$10.92	\$11.19	2.5%	\$11.19	\$11.63	3.9%
Texas	\$10.18	\$10.86	6.7%	\$10.86	\$10.35	-4.7%	\$10.35	\$11.15	7.7%	\$11.15	\$11.59	3.9%	\$11.59	\$11.87	2.4%	\$11.87	\$12.23	3.0%
Utah	\$10.08	\$10.89	8.0%	\$10.89	\$11.37	4.4%	\$11.37	\$11.27	-0.9%	\$11.27	\$11.00	-2.4%	\$11.00	\$10.69	-2.8%	\$10.69	\$13.13	22.8%
Vermont	\$10.91	\$11.22	2.8%	\$11.22	\$11.26	0.4%	\$11.26	\$11.74	4.3%	\$11.74	\$12.38	5.5%	\$12.38	\$12.83	3.6%	\$12.83	\$13.25	3.3%
Virginia	\$9.68	\$9.87	2.0%	\$9.87	\$10.32	4.6%	\$10.32	\$10.72	3.9%	\$10.72	\$11.27	5.1%	\$11.27	\$11.46	1.7%	\$11.46	\$12.25	6.9%
Washington	\$12.00	\$11.87	-1.1%	\$11.87	\$12.42	4.6%	\$12.42	\$12.69	2.2%	\$12.69	\$13.38	5.4%	\$13.38	\$14.12	5.5%	\$14.12	\$15.03	6.4%
West Virginia	\$9.80	\$10.10	3.1%	\$10.10	\$10.28	1.8%	\$10.28	\$10.85	5.5%	\$10.85	\$10.92	0.6%	\$10.92	\$11.19	2.5%	\$11.19	\$11.63	3.9%
Wisconsin	\$11.30	\$11.49	1.7%	\$11.49	\$11.56	0.6%	\$11.56	\$12.02	4.0%	\$12.02	\$12.75	6.1%	\$12.75	\$13.06	2.4%	\$13.06	\$13.54	3.7%
Wyoming	\$9.99	\$10.69	7.0%	\$10.69	\$11.14	4.2%	\$11.14	\$11.75	5.5%	\$11.75	\$11.66	-0.8%	\$11.66	\$11.63	-0.3%	\$11.63	\$13.48	15.9%