

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

STATE	2011	2012	% CHANGE	2012	2013	% CHANGE	2013	2014	% CHANGE	2014	2015	% CHANGE	2015	2016
National Average	\$10.22	\$10.36	1.4%	\$10.36	\$10.80	4.2%	\$10.80	\$11.10	2.8%	\$11.10	\$11.29	1.7%	\$11.29	\$11.74
Alabama	\$9.12	\$9.39	3.0%	\$9.39	\$9.78	4.2%	\$9.78	\$10.00	2.2%	\$10.00	\$10.00	0.0%	\$10.00	\$10.59
Arizona	\$9.60	\$9.94	3.5%	\$9.94	\$9.73	-2.1%	\$9.73	\$9.97	2.5%	\$9.97	\$10.54	5.7%	\$10.54	\$11.20
Arkansas	\$8.97	\$9.30	3.7%	\$9.30	\$9.50	2.2%	\$9.50	\$9.87	3.9%	\$9.87	\$10.18	3.1%	\$10.18	\$10.69
California	\$10.31	\$10.24	-0.7%	\$10.24	\$10.74	4.9%	\$10.74	\$11.01	2.5%	\$11.01	\$11.33	2.9%	\$11.33	\$11.89
Colorado	\$10.48	\$10.43	-0.5%	\$10.43	\$10.08	-3.4%	\$10.08	\$10.89	8.0%	\$10.89	\$11.37	4.4%	\$11.37	\$11.27
Connecticut	\$10.25	\$10.56	3.0%	\$10.56	\$10.91	3.3%	\$10.91	\$11.22	2.8%	\$11.22	\$11.26	0.4%	\$11.26	\$11.74
Delaware	\$10.60	\$10.34	-2.5%	\$10.34	\$10.87	5.1%	\$10.87	\$11.06	1.7%	\$11.06	\$11.29	2.1%	\$11.29	\$11.66
Florida	\$9.50	\$9.54	0.4%	\$9.54	\$9.97	4.5%	\$9.97	\$10.26	2.9%	\$10.26	\$10.19	-0.7%	\$10.19	\$10.70
Georgia	\$9.12	\$9.39	3.0%	\$9.39	\$9.78	4.2%	\$9.78	\$10.00	2.2%	\$10.00	\$10.00	0.0%	\$10.00	\$10.59
Hawaii	\$12.01	\$12.26	2.1%	\$12.26	\$12.72	3.8%	\$12.72	\$12.91	1.5%	\$12.91	\$12.98	0.5%	\$12.98	\$12.64
Idaho	\$9.90	\$10.19	2.9%	\$10.19	\$9.99	-2.0%	\$9.99	\$10.69	7.0%	\$10.69	\$11.14	4.2%	\$11.14	\$11.75
Illinois	\$10.84	\$11.10	2.4%	\$11.10	\$11.74	5.8%	\$11.74	\$11.63	-0.9%	\$11.63	\$11.61	-0.2%	\$11.61	\$12.07
Indiana	\$10.84	\$11.10	2.4%	\$11.10	\$11.74	5.8%	\$11.74	\$11.63	-0.9%	\$11.63	\$11.61	-0.2%	\$11.61	\$12.07
Iowa	\$11.03	\$11.50	4.3%	\$11.50	\$11.41	-0.8%	\$11.41	\$12.22	7.1%	\$12.22	\$12.62	3.3%	\$12.62	\$12.17
Kansas	\$11.52	\$11.61	0.8%	\$11.61	\$12.33	6.2%	\$12.33	\$13.41	8.8%	\$13.41	\$13.59	1.3%	\$13.59	\$13.80
Kentucky	\$9.48	\$9.38	-1.1%	\$9.38	\$9.80	4.5%	\$9.80	\$10.10	3.1%	\$10.10	\$10.28	1.8%	\$10.28	\$10.85
Louisiana	\$8.97	\$9.30	3.7%	\$9.30	\$9.50	2.2%	\$9.50	\$9.87	3.9%	\$9.87	\$10.18	3.1%	\$10.18	\$10.69
Maine	\$10.25	\$10.56	3.0%	\$10.56	\$10.91	3.3%	\$10.91	\$11.22	2.8%	\$11.22	\$11.26	0.4%	\$11.26	\$11.74
Maryland	\$10.60	\$10.34	-2.5%	\$10.34	\$10.87	5.1%	\$10.87	\$11.06	1.7%	\$11.06	\$11.29	2.1%	\$11.29	\$11.66
Massachusetts	\$10.25	\$10.56	3.0%	\$10.56	\$10.91	3.3%	\$10.91	\$11.22	2.8%	\$11.22	\$11.26	0.4%	\$11.26	\$11.74
Michigan	\$10.62	\$10.78	1.5%	\$10.78	\$11.30	4.8%	\$11.30	\$11.49	1.7%	\$11.49	\$11.56	0.6%	\$11.56	\$12.02
Minnesota	\$10.62	\$10.78	1.5%	\$10.78	\$11.30	4.8%	\$11.30	\$11.49	1.7%	\$11.49	\$11.56	0.6%	\$11.56	\$12.02
Mississippi	\$8.97	\$9.30	3.7%	\$9.30	\$9.50	2.2%	\$9.50	\$9.87	3.9%	\$9.87	\$10.18	3.1%	\$10.18	\$10.69
Missouri	\$11.03	\$11.50	4.3%	\$11.50	\$11.41	-0.8%	\$11.41	\$12.22	7.1%	\$12.22	\$12.62	3.3%	\$12.62	\$12.17
Montana	\$9.90	\$10.19	2.9%	\$10.19	\$9.99	-2.0%	\$9.99	\$10.69	7.0%	\$10.69	\$11.14	4.2%	\$11.14	\$11.75
Nebraska	\$11.52	\$11.61	0.8%	\$11.61	\$12.33	6.2%	\$12.33	\$13.41	8.8%	\$13.41	\$13.59	1.3%	\$13.59	\$13.80
Nevada	\$10.48	\$10.43	-0.5%	\$10.43	\$10.08	-3.4%	\$10.08	\$10.89	8.0%	\$10.89	\$11.37	4.4%	\$11.37	\$11.27
New Hampshire	\$10.25	\$10.56	3.0%	\$10.56	\$10.91	3.3%	\$10.91	\$11.22	2.8%	\$11.22	\$11.26	0.4%	\$11.26	\$11.74
New Jersey	\$10.60	\$10.34	-2.5%	\$10.34	\$10.87	5.1%	\$10.87	\$11.06	1.7%	\$11.06	\$11.29	2.1%	\$11.29	\$11.66
New Mexico	\$9.60	\$9.94	3.5%	\$9.94	\$9.73	-2.1%	\$9.73	\$9.97	2.5%	\$9.97	\$10.54	5.7%	\$10.54	\$11.20
New York	\$10.25	\$10.56	3.0%	\$10.56	\$10.91	3.3%	\$10.91	\$11.22	2.8%	\$11.22	\$11.26	0.4%	\$11.26	\$11.74
North Carolina	\$9.30	\$9.70	4.3%	\$9.70	\$9.68	-0.2%	\$9.68	\$9.87	2.0%	\$9.87	\$10.32	4.6%	\$10.32	\$10.72
North Dakota	\$11.52	\$11.61	0.8%	\$11.61	\$12.33	6.2%	\$12.33	\$13.41	8.8%	\$13.41	\$13.59	1.3%	\$13.59	\$13.80
Ohio	\$10.84	\$11.10	2.4%	\$11.10	\$11.74	5.8%	\$11.74	\$11.63	-0.9%	\$11.63	\$11.61	-0.2%	\$11.61	\$12.07
Oklahoma	\$9.65	\$9.88	2.4%	\$9.88	\$10.18	3.0%	\$10.18	\$10.86	6.7%	\$10.86	\$10.35	-4.7%	\$10.35	\$11.15
Oregon	\$10.60	\$10.92	3.0%	\$10.92	\$12.00	9.9%	\$12.00	\$11.87	-1.1%	\$11.87	\$12.42	4.6%	\$12.42	\$12.69
Pennsylvania	\$10.60	\$10.34	-2.5%	\$10.34	\$10.87	5.1%	\$10.87	\$11.06	1.7%	\$11.06	\$11.29	2.1%	\$11.29	\$11.66
Rhode Island	\$10.25	\$10.56	3.0%	\$10.56	\$10.91	3.3%	\$10.91	\$11.22	2.8%	\$11.22	\$11.26	0.4%	\$11.26	\$11.74
South Carolina	\$9.12	\$9.39	3.0%	\$9.39	\$9.78	4.2%	\$9.78	\$10.00	2.2%	\$10.00	\$10.59	5.9%	\$10.00	\$10.59
South Dakota	\$11.52	\$11.61	0.8%	\$11.61	\$12.33	6.2%	\$12.33	\$13.41	8.8%	\$13.41	\$13.59	1.3%	\$13.59	\$13.80
Tennessee	\$9.48	\$9.38	-1.1%	\$9.38	\$9.80	4.5%	\$9.80	\$10.10	3.1%	\$10.10	\$10.28	1.8%	\$10.28	\$10.85
Texas	\$9.65	\$9.88	2.4%	\$9.88	\$10.18	3.0%	\$10.18	\$10.86	6.7%	\$10.86	\$10.35	-4.7%	\$10.35	\$11.15
Utah	\$10.48	\$10.43	-0.5%	\$10.43	\$10.08	-3.4%	\$10.08	\$10.89	8.0%	\$10.89	\$11.37	4.4%	\$11.37	\$11.27
Vermont	\$10.25	\$10.56	3.0%	\$10.56	\$10.91	3.3%	\$10.91	\$11.22	2.8%	\$11.22	\$11.26	0.4%	\$11.26	\$11.74
Virginia	\$9.30	\$9.70	4.3%	\$9.70	\$9.68	-0.2%	\$9.68	\$9.87	2.0%	\$9.87	\$10.32	4.6%	\$10.32	\$10.72
Washington	\$10.60	\$10.92	3.0%	\$10.92	\$12.00	9.9%	\$12.00	\$11.87	-1.1%	\$11.87	\$12.42	4.6%	\$12.42	\$12.69
West Virginia	\$9.48	\$9.38	-1.1%	\$9.38	\$9.80	4.5%	\$9.80	\$10.10	3.1%	\$10.10	\$10.28	1.8%	\$10.28	\$10.85
Wisconsin	\$10.62	\$10.78	1.5%	\$10.78	\$11.30	4.8%	\$11.30	\$11.49	1.7%	\$11.49	\$11.56	0.6%	\$11.56	\$12.02
Wyoming	\$9.90	\$10.19	2.9%	\$10.19	\$9.99	-2.0%	\$9.99	\$10.69	7.0%	\$10.69	\$11.14	4.2%	\$11.14	\$11.75



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