

Pay Frequency Requirements

Scope of Document and Best Practices

The federal Fair Labor Standards Act (FLSA) does not include requirements related to pay frequency and pay timing. This chart is intended to provide an overview of state pay frequency and pay timing requirements.

Pay frequency refers to the payroll schedule applied to employees (e.g., weekly, biweekly, semi-monthly).

Pay timing refers to the time that can elapse between when wages are earned and when those wages are paid to employees.

Employers are generally permitted to pay wages more frequently or earlier than required by law.

This chart is an overview of general rules. This chart generally does not provide information on certain specialized scenarios, including:

- Rules that apply to specialized types of employees or industries (for example, railroad employees, mining employees, factory/mill employees, farm and agricultural employees, public sector employees, employees of religious organizations). Some jurisdictions have specific rules related to these types of employees and industries; so, if you employ these types of workers or do business in these types of industries, please seek guidance from your legal counsel.
- Timing requirements that apply to employees' first paycheck and termination pay.
- Timing requirements when designated pay dates falls on a weekend or other non-business day. In these cases, it is a best practice to pay employees before the designated pay date (for example, on Thursday before a Friday holiday).

Clients should review any information with their legal counsel and should instruct ADP on the pay frequency and pay timing that they select for their employees. ADP does not provide legal, tax or accounting services and the information in this document is provided for informational purposes only.

State	Pay Frequency	Pay Timing
Alabama	No applicable rules.	No applicable rules.
Alaska	<p><u>General rule:</u> Employees must be paid monthly or semi-monthly, at election of the employee.</p> <p><u>Exceptions:</u> An employee and employer may agree in an annual initial contract of employment to monthly pay periods.</p> <p>Alaska Stat. 23.05.140(a)</p>	No applicable rules.
Arizona	<p><u>General Rule:</u> Employees must be paid at least twice per month.</p> <p><u>Exceptions:</u> If employer's principal place of business and payroll are outside Arizona, the following employees can be paid monthly: (i) executive, administrative and professional employees; (ii) outside sales; and (iii) supervisory employees.</p> <p>ARS 23-351(A)-(B)</p>	<p>Pay days for regular wages can be no more than 16 days apart.</p> <p>Overtime and exception pay must be paid no later than 16 days after the end of the pay period.</p> <p>ARS 23-351(3)</p>
Arkansas	<p><u>General Rule:</u> Employees must be paid semi-monthly or more frequently.</p> <p><u>Exception:</u> Monthly frequency is permitted if (i) employer is a corporation with annual gross of at least \$500,000; (ii) employees are management or executive employees; (iii) employees are exempt from minimum wage and overtime; and (iv) employees make more than \$25,000 annually.</p> <p>Ark. Code 11-4-401(a), (c)</p>	

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California	<p><u>General Rule:</u> Employees must be paid at least twice per month.</p> <p><u>Exceptions:</u> Monthly frequency is permitted for salaries of executive, administrative and professional employees. Salary must be paid in full for the month on or before 26th, even for unworked portion of month.</p> <p>Employees covered by a collective bargaining agreement (CBA) can be paid under the terms of the CBA.</p> <p>Cal. Lab. Code § 204(a)</p>	<p>Semi-monthly (pay periods begin on 1st and 16th) - Employees must be paid between 16th-26th (first half) and by 1st-10th (second half)</p> <p>Weekly, biweekly, and semi-monthly (other semi-monthly schedule than above) - Must be paid within 7 calendar days after close of pay period.</p> <p>Overtime - Must be paid no later than the pay date for the next regular pay period.</p> <p>Cal. Lab. Code § 204(a)-(b)</p>
Colorado	<p><u>General Rule:</u> Employees must be paid at least monthly.</p> <p><u>Exception:</u> Employers and employees can agree to an alternate pay period.</p> <p>Colo. Rev. Stat. § 8-4-103(a)</p>	<p>Regular pay days must be no later than 10 days following the close of the pay period.</p> <p>Employers and employees can agree to alternate pay timing.</p> <p>Colo. Rev. Stat. § 8-4-103(a)</p>
Connecticut	<p><u>General Rule:</u> Employees must be paid at least bi-weekly.</p> <p><u>Exception:</u> Employers can apply to the state labor department to request approval to pay less frequently.</p> <p>Conn. Stat. 31-71b</p>	<p>Pay day must be no later than 8 days following the close of the pay period.</p> <p>Conn. Stat. 31-71b</p>
Delaware	<p><u>General Rule:</u> Employees must be paid at least monthly.</p> <p>Del. Code tit. 19 § 1102(a)</p>	<p>Wages must be paid no later than 7 days after the end of the pay period.</p> <p>If the pay day falls within the pay period and the pay period is no longer than 16 days, the following compensation can be paid in the next subsequent pay period: (i) overtime; (ii) part-time or temporary employees with variable working time; (iii) employees hired or resuming employment during the pay period.</p> <p>Del. Code tit. 19 § 1102(b)</p>

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District of Columbia	<p><u>General Rule:</u> Employees must be paid at least semi-monthly.</p> <p><u>Exceptions:</u> Bona fide executive, administrative and professional employees may be paid monthly.</p> <p>Employees covered by a collective bargaining agreement can be paid under terms of the CBA.</p> <p>An employer that has by contract or custom paid wages at least monthly may continue to do so.</p> <p>D.C. Code 32-1302</p>	<p>Wages must be paid no later than 10 working days following the end of the pay period.</p> <p>Wages may be paid other than 10 working days following the pay period where a different period is specified in a collective agreement between an employer and a bona fide labor organization as long as employees are paid at least once each calendar month.</p> <p>D.C. Code 32-1302</p>
Florida	No applicable rules.	No applicable rules.
Georgia	<p><u>General Rule:</u> Wages must be paid at least semi-monthly, divided into at least two equal periods.</p> <p><u>Exceptions:</u> Officials, superintendents, or other department heads or subheads with a monthly or annual salary may be paid monthly or annually.</p> <p>GA Statute 34-7-2(b)</p>	No applicable rules
Hawaii	<p><u>General Rule:</u> Employees must be paid at least semi-monthly.</p> <p><u>Exceptions:</u> Employees can vote by secret ballot to be paid monthly.</p> <p>Employer can apply to the Department of Labor and Industrial Relations for permission to pay employees monthly.</p> <p>Hawaii Rev. Stat. § 388-2(a)-(c).</p>	<p>Wages must be paid within 7 days after the end of the pay period.</p> <p>Hawaii Rev. Stat. § 388-2(b).</p>
Idaho	<p>Employees must be paid at least monthly.</p> <p>ID Code 45-608(1)</p>	<p>Wages must be paid within 15 days after the end of the pay period.</p> <p>Employers can apply for approval to pay later.</p> <p>ID Code 45-608(2)-(3)</p>

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Illinois	<p><u>General Rule:</u> Employees must be paid at least twice per month.</p> <p><u>Exceptions:</u> Executive, administrative, and professional employees can be paid monthly.</p> <p>Commissions can be paid monthly.</p> <p>820 ILCS 115/2</p>	<p>For employees paid semi-monthly, wages must be paid no later than 13 days following the end of the pay period.</p> <p>820 ILCS 115/4</p>
Indiana	<p><u>General Rule:</u> No set pay frequency requirement, but employers must agree to any employee request to be paid semi-monthly or bi-weekly.</p> <p><u>Exception:</u> Employee request requirement does not apply to salaried employees exempt from overtime.</p> <p>Ind. Code 22-2-5-1(a); Ind. Code 22-2-5-1.1</p>	<p>Employees must be paid for all wages earned to a date no more than 10 business days before the payment date.</p> <p>Salaried employees exempt from overtime are exempt from pay timing requirements.</p> <p>Ind. Code 22-2-5-1(b); Ind. Code 22-2-5-1.1</p>
Iowa	<p><u>General Rule:</u> Employees must be paid monthly, semi-monthly, or biweekly.</p> <p><u>Exception:</u> Wages may be paid other than monthly, semi-monthly, or biweekly upon a written agreement between the employer and employee.</p> <p>Iowa Code 91A.3(1)</p>	<p>Wages must be paid within 12 days after the end of the pay period.</p> <p>Wages can be paid in a time frame longer than twelve days by a written agreement between the employer and the employee.</p> <p>Iowa Code 91A.3(1)</p>
Kansas	<p>Employees must be paid at least monthly.</p> <p>K.S. 44-314(a)</p>	<p>Wages must be paid no later than 15 days after end of pay period.</p> <p>K.S. 44-314(h)</p>
Kentucky	<p><u>General Rule:</u> Employees must be paid at least semi-monthly.</p> <p><u>Exception:</u> Bona fide executive, administrative, supervisory, and professional employees, outside salespersons, or outside collectors can be paid less often than semi-monthly.</p> <p>KRS 337.020</p>	<p>Wages must be paid no more than 18 days after the end of the pay period.</p> <p>Pay timing requirement does not apply to bona fide executive, administrative, supervisory, and professional employees, outside salespersons, or outside collectors.</p> <p>KRS 337.020</p>

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Louisiana	<p><u>General Rule:</u> Employees must be paid at least semi-monthly on the 1st and 16th days of the month, unless otherwise specified by the employer.</p> <p><u>Exceptions:</u> Requirements do not apply to bona fide executive, administrative, supervisory or professional employees, or employees exempt from overtime.</p> <p>La. R.S. 23:633</p>	No applicable rule.
Maine	<p>Employees must be paid at least semi-monthly, with pay dates no more than 16 days apart.</p> <p>26 M.R.S. §621-A(2)</p>	<p>Employees must be paid for all wages earned to a date no more than 8 business days before the payment date.</p> <p>Does not apply to members of the family of the employer and salaried employees.</p> <p>26 M.R.S. §621-A(1)</p>
Maryland	<p><u>General Rule:</u> Employees must be paid at least biweekly or semi-monthly.</p> <p><u>Exceptions:</u> Executive, administrative, and professional employees may be paid less frequently than biweekly or semi-monthly.</p> <p>Md. Code, Labor and Employment § 3-502(a)</p>	No applicable rules.
Massachusetts	<p><u>General Rule:</u> Employees must be paid weekly or bi-weekly.</p> <p><u>Exceptions:</u> Executive, administrative, and professional employees may be paid semi-monthly.</p> <p>Employees whose pay is calculated on a weekly basis or at a weekly rate for a work week of substantially the same number of hours from week to week may be paid bi-weekly or semi-monthly unless such employee elects at his own option to be paid monthly.</p> <p>Salaried employees can be paid semi-monthly.</p> <p>M.G.L. ch. 149 §148</p>	<p>If employee works fewer than 5 days in a calendar week, wages must be paid within 7 days after the end of the pay period.</p> <p>If employee works 5 or 6 days in a calendar week, wages must be paid within 6 days after the end of the pay period.</p> <p>If employee works 7 days in a calendar week, wages must be paid within 7 days after the end of the pay period.</p> <p>M.G.L. ch. 149 §148</p>

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Michigan	<p>Employees can be paid daily, weekly, biweekly, semi-monthly or monthly.</p> <p>MCL Section 408.472</p>	<p>Employees must be paid by the first day of the month for wages earned during the 1st through the 15th of the previous month. Employees must be paid by the 15th day of the month for wages earned during the 16th through the end of the previous month.</p> <p>All non-overtime December wages must be paid by January 1. All overtime December wages must be paid by the next scheduled pay day following the pay day in which the overtime would otherwise be paid.</p> <p>MCL Section 408.472</p>
Minnesota	<p><u>General Rule:</u> Employees must be paid at least every 31 days.</p> <p><u>Exception:</u> Commissions earned by an employee must be paid at least once every 3 months on a regular payday.</p> <p>Minn. Stat. §181.101</p>	<p>No applicable rules.</p>
Mississippi	<p><u>General Rule:</u> Employees must be paid at least monthly.</p> <p><u>Exceptions:</u> Manufacturers with 50 or more employees – Employees must be paid biweekly, semi-monthly, or on 2nd and 4th Saturday of each month.</p> <p>Bona fide executive, administrative, and professional employees and other employees paid partly or fully by commission can be paid monthly or more frequently.</p> <p>Miss. Code §71-1-35</p>	<p>Manufacturers with 50 or more employees - Wages must be paid not more than 10 days after pay period.</p> <p>No rule for other types of employers</p> <p>Miss. Code §71-1-35</p>
Missouri	<p><u>General Rule:</u> Employees must be paid at least semi-monthly.</p> <p><u>Exceptions:</u> Manufacturing employees – Wages must be paid at least once every 15 days.</p> <p>Executive, administrative, and professional employees, and salespeople and other employees compensated in whole or in part on a commission basis may be paid their salaries or commissions monthly.</p> <p>R.S. Mo. §§290.080</p>	<p>Wages must be paid within 16 days of the end of the payroll period.</p> <p>Manufacturing employees – Employees must be paid for all wages earned to a date no more than 5 business days before the pay date.</p> <p>R.S. Mo. §§290.080</p>

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Montana	No applicable rules.	Wages must be paid within 10 business days after the end of the pay period. Mont. Code Ann. §§39-3-204
Nebraska	No applicable rules.	No applicable rules.
Nevada	<p><u>General Rule:</u> Employees must be paid at least semi-monthly, by the 15th of the month for all wages earned in the prior month and by the last day of the month for all wage earned before the 16th day of the same month.</p> <p><u>Exceptions:</u> Bona fide executive, administrative and professional employees, outside salespeople and supervisors, may be paid monthly when paid by out-of-state employers who process payroll out of state.</p> <p>Wages may be paid other than every 15 days if agreed to by employee and employer. Agreement cannot be a condition of employment.</p> <p>Nev. Rev. Stat. §608.060; Nev. Rev. Stat. §608.070</p>	No applicable rules.
New Hampshire	<p><u>General Rule:</u> Employees must be paid weekly or biweekly.</p> <p><u>Exceptions:</u> State labor department may permit payment on schedules other than weekly or biweekly.</p> <p>State labor department may also require more frequent payment of wages.</p> <p>NH Statute 275:43 (Title XXIII Chapter 275 § 275:43)</p>	<p>Employees Paid Weekly – Wages must be paid within 8 days following end of the workweek.</p> <p>Employees Paid Biweekly – Wages must be paid within 15 days following the end of the workweek.</p> <p>NH Statute 275:43 (Title XXIII Chapter 275 § 275:43)</p>
New Jersey	<p><u>General Rule:</u> Employees must be paid at least semi-monthly.</p> <p><u>Exceptions:</u> Bona fide executive, supervisory, certain administrative (including certain sales employees), professionals, and outside salespersons can be paid monthly.</p> <p>N.J.S.A. 34:11-4.2</p>	<p>Wages must be paid within 10 working days following the end of the pay period.</p> <p>N.J.S.A. 34:11-4.2</p>

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New Mexico	<p><u>General Rule:</u> Employees must be paid at least semi-monthly.</p> <p><u>Exceptions:</u> Executive, administrative, and professional employees can be paid monthly, unless collective bargaining agreement states otherwise.</p> <p>N.M. Stat. §§50-4-2(A), (C)</p>	<p>Wages must be paid on regular pay days not more than 16 days apart.</p> <p>For employees paid semi-monthly, wages must be paid by the 25th of the month for services rendered from the 1st to the 15th day of the same month, and by the 10th day of the month for services rendered from the 16th to the last day of the prior month.</p> <p>If an employer computes, prepares and issues payroll from a central location outside New Mexico, employer must pay wages earned from the 1st to the 15th of a calendar month by the last day of the month, and wages earned from the 16th to the last day of the month by the 15th day of the following month.</p> <p>N.M. Stat. §§50-4-2(A)-(C)</p>
New York	<p><u>General Rule:</u> Employees must be paid at least semi-monthly.</p> <p><u>Exceptions:</u> Manual workers must be paid weekly. Upon petition and approval by the state, certain employers may pay less frequently than weekly but not less frequently than semi-monthly.</p> <p>Manual workers of a non-profit must be paid at least semi-monthly.</p> <p>Commissioned employees must be paid at least monthly.</p> <p>Consolidated Laws of New York Chapter 31, Article 6, Section 191</p>	<p>No general rule</p> <p>Manual workers – Wages must be paid no later than 7 calendar days after the end of the week in which wages are earned.</p> <p>Commissioned employees – Must be paid no later than the last day of the month following the month in which wages were earned.</p> <p>Overtime may be paid with the pay period following the pay period in which overtime was earned.</p> <p>Consolidated Laws of New York Chapter 31, Article 6, Section 191</p>
North Carolina	<p><u>General Rule:</u> Employees may be paid daily, weekly, biweekly, semi-monthly, or monthly.</p> <p><u>Exceptions:</u> Wages based upon bonuses, commissions, or other forms of calculation may be paid as infrequently as annually if prescribed in advance.</p> <p>North Carolina Wage and Hour Act Article 2A § 95-25.6</p>	<p>No applicable rules.</p>
North Dakota	<p>Employees must be at least monthly.</p> <p>N.D. Cent. Code §§34-14-02</p>	<p>No applicable rules.</p>

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Ohio	<p><u>General Rule:</u> Employees must be paid at least semi-monthly.</p> <p><u>Exceptions:</u> Employer can establish a longer pay period (i) when it is customary to a given trade, profession, or occupation, (ii) by written contract, or (iii) by operation of law.</p> <p>Ohio Revised Code, Title 41, Chapter 4113.15(A)</p>	<p>Employees must be paid by the first day of the month for wages earned during the 1st through the 15th of the previous month. Employees must be paid by the 15th day of the month for wages earned during the 16th through the end of the previous month.</p> <p>Ohio Revised Code, Title 41, Chapter 4113.15(A)</p>
Oklahoma	<p>Employees must be paid at least semi-monthly.</p> <p>40 Okl. Stat. §§165.2</p>	<p>Wages must be paid no later than 11 days following the end of the pay period.</p> <p>40 Okl. Stat. §§165.</p>
Oregon	<p>Employees must be paid at least every 35 days.</p> <p>O.R.S. §652.120</p>	<p>No applicable rules.</p>
Pennsylvania	<p><u>General Rule:</u> Employees must be paid at least semi-monthly.</p> <p><u>Exceptions:</u> Employees may be paid less frequently if (i) specified in hiring contract, or (ii) if paid based on an annual salary.</p> <p>43 Pa.C.S. 260.3</p>	<p>Wages must be paid within 15 days of the end of the pay period, unless (i) specified in contract, or (ii) a different time lag is customary in the trade or profession.</p> <p>Overtime wages may be paid in the next pay period.</p> <p>43 P.S. § 260.3</p>
Rhode Island	<p><u>General Rule:</u> Employees must be paid weekly.</p> <p><u>Exceptions:</u> Employees whose compensation is fixed at a biweekly, semi-monthly, monthly, or yearly rate are not required to be paid weekly.</p> <p>In certain circumstances, an employer may pay less frequently than weekly upon request and approval of the state.</p> <p>R.I. Gen. Laws § 28-14-2.2(a)-(b)</p>	<p>Wages must be paid within 9 days of the end of the payroll period.</p> <p>R.I. Gen. Laws § 28-14-2</p>
South Carolina	<p>No applicable rules.</p>	<p>No applicable rules.</p>

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South Dakota	<p><u>General Rule:</u> Employees must be paid at least once each calendar month.</p> <p><u>Exceptions:</u> Employees may be paid other than once each calendar month if required by law or if paid on regular agreed pay days designated in advance by the employer.</p> <p>S.D. Cod. L. §60-11-9</p>	No applicable rules.
Tennessee	<p>Employees must be paid at least once per month.</p> <p>Tenn. Code Ann. § 50-2-103(a)(1)</p>	<p>For employees paid once per month: Wages earned prior to the 1st day of any month must be paid not later than the 5th day of the succeeding month.</p> <p>For employees paid wages more than once per month: Wages earned before the 1st day of the month must be paid no later than the 20th day of the following month. Wages earned before the 16th day of the month must be paid no later than the 5th day of the following month.</p> <p>Tenn. Code Ann. § 50-2-103(a)(2); Tenn. Code Ann. § 50-2-103(a)(3)(A)-(B)</p>
Texas	<p><u>General Rule:</u> Employees must be paid at least semi-monthly.</p> <p><u>Exceptions:</u> Employees exempt from overtime must be paid at least monthly.</p> <p>Texas Labor Code Title 2 Subtitle C Chapter 61 Subchapter B Section 61.011, 61.013</p>	No applicable rules.
Utah	<p><u>General Rule:</u> Employees must be paid at least semi-monthly.</p> <p><u>Exception:</u> Employees paid on a yearly salary basis may be paid monthly.</p> <p>Utah Code §34-28-3(1)(a), (d)</p>	<p>Wages must be paid within 10 days of the end of the pay period.</p> <p>Employees paid on an annual salary basis must be paid by the 7th of the month following the month in which services were provided.</p> <p>Utah Code §34-28-3(1)(b)</p>
Vermont	<p>Employees may be paid weekly. However, employers may pay biweekly or semi-monthly if they provide written notice to employees.</p> <p>21 V.S.A. § 342(a)</p>	<p>Wages must be paid not more than 6 days following the end of the pay period.</p> <p>If a collective bargaining agreement provides, payment may be made not more than 13 days after the pay period.</p> <p>21 V.S.A. § 342(a)(2)</p>

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Virginia	<p><u>General Rules:</u> Hourly employees must be paid at least biweekly or semi-monthly.</p> <p>Salaried employees must be paid at least monthly.</p> <p><u>Exceptions:</u> The following employees may be paid monthly: (1) work-study students, and (2) if the employee agrees, employees with weekly wages more than 150% of Virginia average weekly wage.</p> <p>Code of Virginia § 40.1-29(A)</p>	No applicable rules.
Washington	<p><u>General Rule:</u> Employees must be paid at least monthly.</p> <p><u>Exceptions:</u> Employees covered by a collective bargaining agreement that meets certain requirements can be paid under the terms of the CBA.</p> <p>WAC 296-126-023(3), (8)</p>	<p>Employees paid monthly - No more than one month period can elapse between scheduled pay days. Wages for the last 7 days before the pay date can be paid on the next regular pay date.</p> <p>Employees paid more frequently than monthly – Wages must be paid not more than 10 days following the pay period.</p> <p>If overtime wages cannot be determined until after the regular pay day, wages can be paid once they can be reasonable computed and paid, but no later than the regular pay day for the next pay period.</p> <p>WAC 296-126-023</p>
West Virginia	<p><u>General Rule:</u> Employees must be paid at least twice a month with no more than 19 days between payments.</p> <p><u>Exception:</u> Employees can be paid less frequently than semi-monthly if provided by state-approved agreement.</p> <p>W. Va. Code §21-5-3(a)</p>	No applicable rules.
Wisconsin	<p>Employees must be paid at least monthly.</p> <p>Wis. Stat. § 109.03(1)</p>	<p>Wages must be no later than 31 days after the end of the pay period.</p> <p>Wis. Stat. § 109.03(1)</p>
Wyoming	<p>Employees must be paid at least monthly.</p> <p>Wyo. Stat. §27-4-101(a)</p>	No applicable rules,