



# State Minimum Wage Chart

Effective August 1, 2016 (See below for Local/City Minimum Wage Chart)

State	Current Minimum Wage	Maximum Tip Credit Allowed for Tipped Employees	Minimum Cash Wage for Tipped Employees	Future Changes to Minimum Wage	States with Annual Indexed Changes
Federal	\$7.25	\$5.12	\$2.13		
Federal Contractors	\$10.15	\$4.30	\$5.85		
Alabama	No state minimum wage laws				
Alaska	\$9.75	No tip credit allowed	No tip credit allowed		Beginning 1/1/17
Arizona	\$8.05	\$3.00	\$5.05		January each year
Arkansas	\$8.00	\$5.37	\$2.63	\$8.50 1/1/17	
California	\$10.00	No tip credit allowed	No tip credit allowed	<p>Scheduled Wage Increases (if no increases are paused):</p> <p><b>26 Employees or More</b>            \$10.50 1/1/17            \$11 1/1/18            \$12 1/1/19            \$13 1/1/20            \$14 1/1/21            \$15 1/1/22</p> <p><b>25 Employees or Less</b>            \$10.50 1/1/18            \$11 1/1/19            \$12 1/1/20            \$13 1/1/21            \$14 1/1/22            \$15 1/1/23</p> <p>Governor can choose to pause any scheduled increase for 1 year if either economy or budget conditions are met.</p> <p>1. Economy: Governor can pause an increase if seasonally adjusted statewide job growth for either the prior 3 or 6 months is negative and retail sales receipts for the prior 12 months is negative.</p> <p>2. Budget: Governor can pause an increase if any year from the current budget year to 2 additional years is forecasted to be in deficit when including the next scheduled increase. A multiyear forecast is adopted as part of the annual Budget Act. A deficit is if the operating reserve is projected to be negative by more than 1% of annual revenues. The budget off-ramp can only be used twice.</p>	Index annually for inflation (national CPI) beginning the first January 1 after small businesses are at \$15/hour.

				Index annually for inflation (national CPI) beginning the first January 1 after small businesses are at \$15/hour. Floor of 0% (no decreases) and a ceiling of 3.5%. Off-ramps do not apply once the state gets to \$15/hour.	
Colorado	\$8.31	\$3.02	\$5.29		January each year
Connecticut	\$9.60	\$3.53 hotel and wait staff; \$1.78 bartenders; \$0.35 for other tipped employees	\$6.07 hotel and wait staff; \$7.82 bartenders; \$9.25 other tipped employees	\$10.10 1/1/17	
Delaware	\$8.25	\$6.02	\$2.23		
D.C.	\$11.50	\$8.73	\$2.77		Beginning 7/1/17
Florida	\$8.05	\$3.02	\$5.03		January each year
Georgia	\$5.15 (federal minimum wage of \$7.25 applies in most cases)	Federal tip credit of \$5.12 applies in most cases	Federal tipped minimum wage of \$2.13 applies in most cases		
Hawaii	\$8.50	\$0.75 (only allowed if tips plus wages equal at least \$7 more than minimum wage)	\$7.75	\$9.25 1/1/17; \$10.10 1/1/18	
Idaho	\$7.25	\$3.90	\$3.35		
Illinois	\$8.25	\$3.30	\$4.95		
Indiana	\$7.25	\$5.12	\$2.13		
Iowa	\$7.25	\$2.90	\$4.35		
Kansas	\$7.25	\$5.12	\$2.13		
Kentucky	\$7.25	\$5.12	\$2.13		
Louisiana	None				
Maine	\$7.50	\$3.75 (50%)	\$3.75		
Maryland	\$8.75	\$5.12	\$3.63	\$9.25 7/1/17; \$10.10 7/1/18	
Massachusetts	\$10.00; \$8.00 for agricultural employees	\$6.65	\$3.35	\$11.00 1/1/17	
Michigan	\$8.50	\$5.27	\$3.23	\$8.90 1/1/17; \$9.25 1/1/18	Beginning 1/1/19
Minnesota	\$9.50/\$7.75	No tip credit allowed	No tip credit allowed		Beginning 1/1/18
Mississippi	None				
Missouri	\$7.65	\$3.82	\$3.83		January each year
Montana	\$8.05	No tip credit allowed	No tip credit allowed		January each year
Nebraska	\$9.00	\$6.87	\$2.13		
Nevada	\$8.25 without qualified health	No tip credit allowed	No tip credit allowed		July each year

	plan/\$7.25 with qualified health plan				
New Hampshire	Repealed in 2011	\$3.98	\$3.27		
New Jersey	\$8.38	\$6.25	\$2.13		January each year
New Mexico	\$7.50	\$5.37	\$2.13		
New York	\$9.00; \$9.75 for fast food employees in fast food places outside of New York City	\$1.50	\$7.50	<p>For workers in New York City employed by large businesses (those with at least 11 employees), the minimum wage would rise to \$11 at the end of 2016, then another \$2 each year after, reaching \$15 on 12/31/18.</p> <p>For workers in New York City employed by small businesses (those with 10 employees or fewer), the minimum wage would rise to \$10.50 by the end of 2016, then another \$1.50 each year after, reaching \$15 on 12/31/19.</p> <p>For workers in Nassau, Suffolk and Westchester Counties, the minimum wage would increase to \$10 at the end of 2016, then \$1 each year after, reaching \$15 on 12/31/21.</p> <p>For workers in the rest of the state, the minimum wage would increase to \$9.70 at the end of 2016, then another .70 each year after until reaching \$12.50 on 12/31/20 – after which it will continue to increase to \$15 on an indexed schedule.</p> <p>For fast food employees in fast food places outside of New York City:  \$10.75 12/31/16;  \$11.75 12/31/17;  \$12.75 12/31/18;  \$13.75 12/31/19;  \$14.50 12/31/20;  \$15.00 7/1/21</p>	
North Carolina	\$7.25	\$5.12	\$2.13		
North Dakota	\$7.25	\$2.39	\$4.86		
Ohio	\$8.10 (gross receipts of \$297,000 or more); \$7.25 (gross receipts under \$297,000)	\$4.05	\$4.05		January each year
Oklahoma	\$7.25/\$2.00	\$5.12	\$2.13		
Oregon	Tier 1 (metro area) \$9.75 Tier 2 (urban	No tip credit allowed	No tip credit allowed	<p>An employer's location will affect the minimum wage rate.</p> <p>Tier 1 – Within Portland's urban growth boundary (the metro area):</p>	

	<u>counties)</u> \$9.75  <u>Tier 3 (rural counties)</u> \$9.50			\$11.25 7/1/17; \$12.00 7/1/18; \$12.50 7/1/19; \$13.25 7/1/20; \$14.00 7/1/21; \$14.75 7/1/22  <u>Tier 2 - Areas not in Portland's urban growth boundary or one of the listed nonurban counties (urban counties)</u> (Benton, Clackamas, Clatsop, Columbia, Deschutes, Hood River, Jackson, Josephine, Lane, Lincoln, Linn, Marion, Multnomah, Polk, Tillamook, Wasco, Washington, Yamhill counties): \$10.25 7/1/17; \$10.75 7/1/18 \$11.25 7/1/19; \$12.00 7/1/20; \$12.75 7/1/21; \$13.50 7/1/22  <u>Tier 3 - The nonurban counties (rural counties)</u> (Malheur, Lake, Harney, Wheeler, Sherman, Gilliam, Wallowa, Grant, Jefferson, Baker, Union, Crook, Klamath, Douglas, Coos, Curry, Umatilla and Morrow counties): \$10.00 7/1/17; \$10.50 7/1/18 \$11.00 7/1/19; \$11.50 7/1/20; \$12.00 7/1/21; \$12.50 7/1/22  Between 2016 and 2023, the annual cost-of-living increase will be on hold statewide, but will resume in 2023. The non-Portland/non-nonurban area will set the baseline. The Portland area must remain at least \$1.25 above the baseline, and nonurban counties can be up to \$1 below the baseline.	
Pennsylvania	\$7.25	\$4.42	\$2.83		
Rhode Island	\$9.60	\$6.21	\$3.39		
South Carolina	none				
South Dakota	\$8.55	\$4.27	\$4.28		January each year
Tennessee	none				
Texas	\$7.25	\$5.12	\$2.13		
Utah	\$7.25	\$5.12	\$2.13		
Vermont	\$9.60	\$4.80	\$4.80	\$10.00 1/1/17; \$10.50 1/1/18	Beginning 1/1/19
Virginia	\$7.25	\$5.12	\$2.13		
Washington	\$9.47	No tip credit allowed	No tip credit allowed		January each year
West Virginia	\$8.75	\$6.13	\$2.62		
Wisconsin	\$7.25	\$4.92	\$2.33		
Wyoming	\$5.15	\$3.02	\$2.13		



# Local/City Minimum Wage Chart

State	Municipalities	Current Minimum Wage	Future Changes to Minimum Wage
California	Berkeley	\$11.00	\$12.53 10/1/16
	Emeryville	\$14.82 large businesses (56 or more employees working in Emeryville); \$13.00 small businesses (55 or fewer employees working in Emeryville)	Large business annual indexing begins 7/1/16; Small businesses \$14.00 7/1/17; \$15.00 7/1/18
	Los Angeles	\$10.50 for businesses with more than 25 employees	For businesses with more than 25 employees: \$12 7/1/17; \$13.25 7/1/18; \$14.25 7/1/19; \$15 7/1/20 For businesses with 25 or fewer employees: \$10.50 7/1/17; \$12 7/1/18; \$13.25 7/1/19; \$14.25 7/1/20; \$15 7/1/21
	Los Angeles County	\$10.50 for businesses with more than 25 employees	For businesses with more than 25 employees: \$12 7/1/17; \$13.25 7/1/18; \$14.25 7/1/19; \$15.00 7/1/20 For businesses with 25 or fewer employees: \$10.50 7/1/17; \$12 7/1/18; \$13.25 7/1/19; \$14.25 7/1/20; \$15 7/1/21
	LA International Airport hotels	\$10.64	
	Long Beach	\$13.80 (for hotel workers)	\$10.50 1/1/17; \$12.00 1/1/18; \$13.00 1/1/19 For businesses with 25 or fewer employees: \$10.50 1/1/18; \$12.00 1/1/19; \$13.00 1/1/20
	Mountain View	\$11.00	\$13 1/1/17; \$15 1/1/18
	Oakland	\$12.55	
	Palo Alto	\$11.00	
	Pasadena	\$10.50 for businesses with 26 or more employees	For businesses with 26 or more employees: \$12.00 7/1/17; \$13.25 7/1/18 For businesses with 25 or fewer employees: \$10.50 7/1/17; \$12.00 7/1/18
	Richmond	\$11.52	\$12.30 1/1/17; \$13.00 1/1/18
	Sacramento		\$10.50 1/1/17; \$11.00 1/1/18; \$11.75 1/1/19; \$12.50 1/1/20 (small businesses with 100 or fewer employees increase same amount one year later than large employees)
	San Diego	\$10.50 (effective when election results are certified)	\$11.50 1/1/17
	San Francisco	\$13.00	\$14.00 7/1/17; \$15.00 7/1/18
	San Jose	\$10.30	
	Santa Clara	\$11.00	
	Santa Monica	\$10.50 for businesses with 26 or more employees; \$10.00 for businesses with 25 or fewer employees; \$13.25 for hotel workers	For businesses with 26 or more employees: \$12.00 7/1/17; \$13.25 7/1/18; \$14.25 7/1/19; \$15.00 7/1/20 For businesses with 25 or fewer employees: \$10.50 7/1/17; \$12 7/1/18; \$13.25 7/1/19; \$14.25 7/1/20; \$15 7/1/21

			Hotel workers: \$15.37 7/1/17
	Sunnyvale	\$10.30	
Delaware	New Castle County	\$10.10	
Illinois	Chicago	\$10.50	\$11.00 7/1/17; \$12.00 7/1/18; \$13.00 7/1/19
Kentucky	Lexington County	\$8.20	\$9.15 7/1/17; \$10.10 7/1/18
	Louisville	\$8.25	\$9.00 7/1/17
Maine	Portland	\$10.10	
Maryland	Montgomery County	\$10.75	\$11.50 7/1/17
	Prince George's County	\$9.55	\$10.75 10/1/16; \$11.50 10/1/17
Michigan	Ypsilanti	\$10.10	
New Mexico	Albuquerque	\$7.75 with benefits; \$8.75 without benefits	
	Bernalillo County	\$7.65 with benefits; \$8.65 without benefits	
	Las Cruces	\$8.40	\$9.20 1/1/17; \$10.10 1/1/19
	Santa Fe	\$10.91	
	Santa Fe County	\$10.91	
New York	New York City (fast food employees in fast food establishments)	\$10.50	\$12.00 12/31/16; \$13.50 12/31/17; \$15 12/31/18
	New York City, Nassau, Suffolk and Westchester Counties, and other areas		<p>For workers in New York City employed by large businesses (those with at least 11 employees), the minimum wage would rise to \$11 at the end of 2016, then another \$2 each year after, reaching \$15 on 12/31/18.</p> <p>For workers in New York City employed by small businesses (those with 10 employees or fewer), the minimum wage would rise to \$10.50 by the end of 2016, then another \$1.50 each year after, reaching \$15 on 12/31/19.</p> <p>For workers in Nassau, Suffolk and Westchester Counties, the minimum wage would increase to \$10 at the end of 2016, then \$1 each year after, reaching \$15 on 12/31/21.</p> <p>For workers in the rest of the state, the minimum wage would increase to \$9.70 at the end of 2016, then another .70 each year after until reaching \$12.50 on 12/31/20 – after which it will continue to increase to \$15 on an indexed schedule.</p>
Oregon	Portland, Urban Counties, and Nonurban Counties	<u>Tier 1 (metro area)</u> \$9.75  <u>Tier 2 (urban counties)</u> \$9.75	<p>An employer's location will affect the minimum wage rate.</p> <p><u>Tier 1 – Within Portland's urban growth boundary (the metro area):</u></p>

		<p><u>Tier 3 (rural counties)</u> \$9.50</p>	<p>\$11.25 7/1/17; \$12.00 7/1/18; \$12.50 7/1/19; \$13.25 7/1/20; \$14.00 7/1/21; \$14.75 7/1/22</p> <p><u>Tier 2 - Areas not in Portland's urban growth boundary or one of the listed nonurban counties (urban counties)</u> (Benton, Clackamas, Clatsop, Columbia, Deschutes, Hood River, Jackson, Josephine, Lane, Lincoln, Linn, Marion, Multnomah, Polk, Tillamook, Wasco, Washington, Yamhill counties): \$10.25 7/1/17; \$10.75 7/1/18 \$11.25 7/1/19; \$12.00 7/1/20; \$12.75 7/1/21; \$13.50 7/1/22</p> <p><u>Tier 3 - The nonurban counties (rural counties)</u> (Malheur, Lake, Harney, Wheeler, Sherman, Gilliam, Wallowa, Grant, Jefferson, Baker, Union, Crook, Klamath, Douglas, Coos, Curry, Umatilla and Morrow counties): \$10.00 7/1/17; \$10.50 7/1/18 \$11.00 7/1/19; \$11.50 7/1/20; \$12.00 7/1/21; \$12.50 7/1/22</p> <p>Between 2016 and 2023, the annual cost-of-living increase will be on hold statewide, but will resume in 2023. The non-Portland/non-nonurban area will set the baseline. The Portland area must remain at least \$1.25 above the baseline, and nonurban counties can be up to \$1 below the baseline.</p>
Washington	Seattle	<p><u>Schedule 1 employers (more than 500 employees in the U.S.)</u> \$13.00</p> <p><u>Schedule 1 employers (more than 500 employees in the U.S.) with medical benefits</u> Schedule 1 employers that pay toward an individual employee's medical benefits plan shall pay an hourly minimum wage of at least: \$12.50</p> <p><u>Schedule 2 employers (500 or fewer employees in the U.S.)</u> \$10.50</p> <p><u>Schedule 2 employers (500 or fewer employees in the U.S.) with minimum compensation</u> Schedule 2 employers shall pay an hourly minimum compensation that is the lower of (a) the applicable hourly minimum wage for Schedule 1 employers or (b) the hourly minimum compensation: \$12.00.</p>	<p><u>Schedule 1 employers (more than 500 employees in the U.S.)</u> \$15.00 1/1/17. January 1, 2018, increased annually to reflect inflation.</p> <p><u>Schedule 1 employers (more than 500 employees in the U.S.) with medical benefits</u> Schedule 1 employers that pay toward an individual employee's medical benefits plan shall pay an hourly minimum wage of at least: \$13.50 1/1/17; \$15.00 1/1/18.</p> <p><u>Schedule 2 employers (500 or fewer employees in the U.S.)</u> \$11.00 1/1/17; \$11.50 1/1/18; \$12.00 1/1/19; \$13.50 1/1/20; \$15.00 1/1/21; \$15.75 1/1/22; \$16.50 1/1/23; \$17.25 1/1/24. Effective January 1, 2025, the hourly minimum wage paid by a Schedule 1 employer shall equal the hourly minimum wage applicable to Schedule 1 employers.</p> <p><u>Schedule 2 employers (500 or fewer employees in the U.S.) with minimum compensation</u> Schedule 2 employers shall pay an hourly minimum compensation that is the lower of (a) the applicable hourly minimum wage for Schedule 1 employers or (b) the hourly minimum compensation shown in the</p>

		Schedule 2 employers can meet the applicable hourly minimum compensation requirement through wages (including applicable commissions, piece-rate, and bonuses), tips, and money paid by an employer towards an individual employee's medical benefits plan provided that the Schedule 2 employer also meets the applicable hourly minimum wage requirements.	following schedule: \$13.00 1/1/17; \$14.00 1/1/18; \$15.00 1/1/19; \$15.75 1/1/20. Schedule 2 employers can meet the applicable hourly minimum compensation requirement through wages (including applicable commissions, piece-rate, and bonuses), tips, and money paid by an employer towards an individual employee's medical benefits plan provided that the Schedule 2 employer also meets the applicable hourly minimum wage requirements.
	SeaTac	\$15.24	
	Tacoma	\$10.35	\$11.15 1/1/17; \$12 1/1/18