

# 2018 Minimum Wage Changes

The following states and municipalities will raise the minimum wage in 2018.

BY STATE				
STATE	MINIMUM WAGE RATES	MAXIMUM TIP CREDIT	MINIMUM TIPPED WAGE	NOTES & FUTURE SCHEDULED INCREASES
<b>Federal minimum</b>	\$7.25	\$5.12	\$2.13	Tipped employees must regularly earn at least \$30 per month in tips.
<b>Federal contractors</b>	\$10.35	\$3.40	\$7.25	
<b>Arizona</b>	\$10.50	\$3.00	\$7.50	
<b>California</b>	\$11.00 with 26 employees or more; \$10.50 with fewer than 26 employees	Tip credit prohibited	\$11.00 with 26 employees or more; \$10.50 with fewer than 26 employees	
<b>Colorado</b>	\$10.20	\$3.02	\$7.18	Tipped employee must regularly earn at least \$30 per month in tips.
<b>D.C.</b>	\$12.50	\$9.17	\$3.33	Increasing to: \$13.25 7/1/18
<b>Florida</b>	\$8.25	\$3.02	\$5.23	
<b>Hawaii</b>	\$10.10	\$.75	\$9.35	Employees must regularly earn at least \$20 per month in tips; combined wage must be at least \$7.00 more than the applicable minimum wage.
<b>Illinois</b>	\$8.25	40 percent	\$4.95	Employees must regularly earn at least \$20 per month in tips.

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<b>Maine</b>	\$10.00	\$5.00	\$5.00	Employees must regularly earn at least \$30 per month in tips. The tip credit may not exceed 50 percent of the minimum hourly and will increase \$1.00 an hour annually until it reaches the same amount as the annually adjusted minimum wage.
<b>Maryland</b>	\$9.25	\$5.62	\$3.63	Increasing to: \$10.10 7/1/18. Employees must regularly receive at least \$30 per month in tips.
<b>Massachusetts</b>	\$11.00	\$7.25	\$3.75	Employees must receive at least \$20 per month in tips.
<b>Michigan</b>	\$9.25	\$5.73	\$3.52	
<b>Minnesota</b>	\$9.65 large employers \$7.87 small employers	Tip credit prohibited	\$9.65/\$7.87	Separate rates for large employers (annual gross revenue of \$500,000 or more) and small employers (annual gross revenue of less than \$500,000).
<b>Missouri</b>	\$7.85	50 percent	\$3.93	
<b>Montana</b>	\$8.30	Tip credit prohibited	\$8.30	
<b>Nevada</b>	\$8.25 without health benefits \$7.25 with health benefits	Tip credit prohibited	\$8.25/\$7.25	
<b>New Jersey</b>	\$8.60	\$6.47	\$2.13	
<b>New Mexico</b>	\$7.50	\$5.37	\$2.13	Employees must regularly earn at least \$30 per month in tips.

BY STATE				
STATE	MINIMUM WAGE RATES	MAXIMUM TIP CREDIT	MINIMUM TIPPED WAGE	NOTES & FUTURE SCHEDULED INCREASES
<b>New York</b>	\$10.40	\$2.90	\$7.50	
<i>New York City fast food employees in fast food establishments</i>	\$13.50	**	**	<i>Increasing to: \$15 12/31/18</i>
<i>New York City</i>	<i>\$13.00 for NYC large employers</i>	**	**	<i>For workers in New York City employed by large businesses (those with at least 11 employees): \$15.00 12/31/18</i>
	<i>\$12.00 for NYC small employers</i>	**	**	<i>For workers in New York City employed by small businesses (those with 10 employees or fewer): \$13.50 12/31/18</i>
<i>Nassau, Suffolk and Westchester Counties</i>	<i>\$11.00 for Nassau, Suffolk, and Westchester Counties</i>	**	**	<i>For workers in Nassau, Suffolk and Westchester Counties: \$12.00/12/31/18</i>
<i>Greater New York</i>	<i>\$10.40 for Greater New York</i>	**	**	<i>For workers in the rest of the state, known as Greater New York, \$11.10 12/31/18</i>
<i>Fast food employees outside of New York City</i>	<i>\$11.75 for fast food employees outside of New York City</i>	**	**	<i>For fast food employees outside of New York City, \$12.75 12/31/18</i>
<b>Ohio</b>	\$8.30/\$7.25	50 percent	\$4.15	Adjusted annually on January 1. Minimum wage is \$8.30 (gross receipts of \$305,000 or more); \$7.25 (gross receipts under \$305,000). Tipped employees must regularly earn at least \$30 per month in tips.

BY STATE				
STATE	MINIMUM WAGE RATES	MAXIMUM TIP CREDIT	MINIMUM TIPPED WAGE	NOTES & FUTURE SCHEDULED INCREASES
<b>Oregon</b> <i>An employer's location affects minimum wage rate.</i>	Portland metro area \$11.25	Tip credit prohibited	Portland metro area \$11.25	Within Portland's urban growth boundary - metro areas including portions of Clackamas, Multnomah, and Washington counties <b>\$12.00 7/1/18</b>
	Urban counties \$10.25	Tip credit prohibited	Urban counties \$10.25	Urban counties include Benton, Clackamas, Clatsop, Columbia, Deschutes, Hood River, Jackson, Josephine, Lane, Lincoln, Linn, Marion, Multnomah, Polk, Tillamook, Wasco, Washington, Yamhill counties <b>\$10.75 7/1/18</b>
	Rural counties \$10.00	Tip credit prohibited	Rural counties \$10.00	Rural counties include Baker, Coos, Crook, Curry, Douglas, Gilliam, Grant, Harney, Jefferson, Klamath, Lake, Malheur, Morrow, Sherman, Umatilla, Union, Wallowa, Wheeler counties <b>\$10.50 7/1/18</b>
<b>Rhode Island</b>	\$10.10	\$6.21	\$3.89	
<b>Vermont</b>	\$10.50	\$5.25	\$5.25	Employees must regularly receive at least \$120 per month in tips.
<b>Washington</b>	\$11.50	Tip credit prohibited	\$11.50	

BY MUNICIPALITY		
CITY/COUNTY	NEW MINIMUM WAGE	NOTES & FUTURE SCHEDULED INCREASES
<b>California</b>		
Berkeley	\$13.75	Increasing to: \$15.00 10/1/18
Cupertino	\$13.50	
El Cerrito	\$13.60	
Emeryville	\$15.20 large businesses; \$14.00 small businesses	"Large businesses" includes businesses with 56 or more employees working in Emeryville  "Small businesses" includes businesses with 55 or fewer employees working in Emeryville.  Small businesses \$15.00 7/1/18
Gilroy	\$10.00 with 25 or fewer employees; \$10.50 with 26 or more employees	
Long Beach	\$11.00 for businesses with more than 25 employees; \$10.50 for businesses with 25 or fewer employees; \$14.35 for hotel workers	
Los Altos	\$13.50	
Los Angeles City and County	\$12.00 for businesses with more than 25 employees; \$10.50 for businesses with 25 or fewer employees; \$15.37 for hotel workers	For businesses with more than 25 employees: \$13.25 7/1/18 For businesses with 25 or fewer employees: \$12 7/1/18
Malibu	\$12.00 for businesses with 26 or more employees; \$10.50 for businesses with 25 or fewer employees	For businesses with 26 or more employees: \$13.25 7/1/18 For businesses with 25 or fewer employees: \$12.00 7/1/18
Milpitas	\$12.00	Increasing to: \$13.50 7/1/18
Mountain View	\$15.00	
Oakland	\$12.86	
Palo Alto	\$13.50	
Pasadena	\$12.00 for businesses with 26 or more employees; \$10.50 for businesses with 25 or fewer employees	For businesses with 26 or more employees: \$13.25 7/1/18 For businesses with 25 or fewer employees: \$12.00 7/1/18
Richmond	\$13.00	
San Diego	\$11.50	
San Francisco	\$14.00	Increasing to: \$15.00 7/1/18
San Jose	\$13.50	
San Leandro	\$12.00	Increasing to: \$13.00 7/1/18
San Mateo	\$13.50; \$12.00 for 501(c)(3) nonprofits	
Santa Clara	\$13.00	
Santa Monica	\$13.25 for businesses with 26 or more employees; \$12.00 for businesses with 25 or fewer employees; \$15.37 plus CPI increase for hotel workers	
Sunnyvale	\$15.00	

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<b>CITY/COUNTY</b>	<b>NEW MINIMUM WAGE</b>	<b>NOTES &amp; FUTURE SCHEDULED INCREASES</b>
<b>Illinois</b>		
Chicago	\$11.00	Increasing to: \$12.00 7/1/18
Cook County	\$10.00	Increasing to \$11.00 7/1/18
<b>Maine</b>		
Bangor	\$9.00	
Portland	\$10.68	
<b>Maryland</b>		
Montgomery County	\$11.50	
Prince George's County	\$11.50	
<b>Michigan</b>		
Ypsilanti	\$10.10	
<b>New Mexico</b>		
Albuquerque	\$7.95 with benefits; \$8.95 without benefits	
Bernalillo County	\$7.70 with benefits; \$8.70 without benefits	
Las Cruces	\$9.45	
Santa Fe	\$11.09	
Santa Fe County	\$11.09	
<b>New York</b>		
New York City (fast food employees in fast food establishments)	\$13.50	Increasing to: \$15 12/31/18
New York City, Nassau, Suffolk and Westchester Counties, and Greater New York	\$13.00 for NYC large employers	For workers in New York City employed by large businesses (those with at least 11 employees): \$15.00 12/31/18
	\$12.00 for NYC small employers	For workers in New York City employed by small businesses (those with 10 employees or fewer): \$13.50 12/31/18
	\$11.00 for Nassau, Suffolk, and Westchester Counties	For workers in Nassau, Suffolk and Westchester Counties: \$12.00/12/31/18
	\$10.40 for Greater New York	For workers in the rest of the state, known as Greater New York, \$11.10 12/31/18
	\$11.75 for fast food employees outside of New York City	For fast food employees outside of New York City, \$12.75 12/31/18

BY MUNICIPALITY		
CITY/COUNTY	NEW MINIMUM WAGE	NOTES & FUTURE SCHEDULED INCREASES
<b>Oregon</b>		
Portland metro area	\$11.25	\$12.00 7/1/18  <i>Within Portland's urban growth boundary (metro area) including portions of Clackamas, Multnomah, and Washington counties.</i>
Urban counties	\$10.25	\$10.75 7/1/18  <i>Benton, Clackamas, Clatsop, Columbia, Deschutes, Hood River, Jackson, Josephine, Lane, Lincoln, Linn, Marion, Multnomah, Polk, Tillamook, Wasco, Washington, Yamhill counties. Areas not in Portland's urban growth boundary or one of the listed nonurban counties are considered urban counties.</i>
Rural counties	\$10.00	\$10.50 7/1/18  <i>Rural counties include Baker, Coos, Crook, Curry, Douglas, Gilliam, Grant, Harney, Jefferson, Klamath, Lake, Malheur, Morrow, Sherman, Umatilla, Union, Wallowa, Wheeler counties.</i>
<b>Washington</b>		
Seattle	<u>Schedule 1 (more than 500 employees in U.S.)</u> \$15.45  <u>Schedule 1 (more than 500 employees in U.S.) with medical benefits</u> \$15.00  <u>Schedule 2 (500 or fewer employees in U.S.)</u> \$14.00  <u>Schedule 2 (500 or fewer employees in U.S.) with medical benefits or tips</u> \$11.50	
SeaTac	\$15.64	
Tacoma	\$12.00	

\* Employers in states without minimum wage laws, or with minimum wage rates lower than the federal minimum wage, which currently is \$7.25 an hour, must observe the federal minimum wage for all employees covered by the Fair Labor Standards Act.

\*\* Maximum tip credit and minimum tipped wage information is not tracked on this chart for municipalities.