



## New Minimum Wage in 2018

Many states will see an increase in minimum wage in 2018. The current federal minimum wage is \$7.25 per hour, per the Fair Labor Standards Act (FLSA), but the FLSA does not supersede any state or local laws that are more favorable to employees. This means, employers are required to pay employees the higher, more favorable wage depending on their state or local minimum wage rate. The minimum wage for federal contractors in 2018 is \$10.35 per hour.

### State Minimum Wage Changes Effective December 31, 2017

#### **New York:**

- \$11.00 per hour Nassau, Suffolk, Westchester counties;
- \$10.40 per hour remainder of New York (\$11.75 for fast food employees in fast food places outside of New York City).
- Increasing to:
  - \$12.00 per hour Nassau, Suffolk, Westchester counties 12/31/18;
  - \$11.10 per hour remainder of New York 12/31/18 (\$12.75 for fast food employees in fast food places outside of New York City 12/31/18).
- \*Local laws may require different minimum wage rates.

### State Minimum Wage Changes Effective January 1, 2018

**Alaska:** \$9.84 per hour.

**Arizona:** \$10.50 per hour. Increasing to: \$11.00 on 1/1/19 and \$12.00 on 1/1/20.

#### **California:**

- \$11.00 per hour with 26 employees or more;
- \$10.50 per hour with fewer than 26 employees.
- There are scheduled future increases:
  - For 26 employees or more the minimum wage rate is increasing to: \$12.00 on 1/1/19; \$13.00 on 1/1/20; \$14.00 on 1/1/21; and \$15.00 on 1/1/22.
  - For 25 employees or less the minimum wage rate is increasing to: \$11.00 on 1/1/19; \$12.00 on 1/1/20; \$13.00 on 1/1/21; \$14.00 on 1/1/22; and \$15.00 on 1/1/23.
- \*Local laws may require different minimum wage rates.

**Colorado:** \$10.20 per hour. Increasing to: \$11.10 on 1/1/19 and \$12.00 on 1/1/20.

**Florida:** \$8.25 per hour.

**Hawaii:** \$10.10 per hour.

**Maine:** \$10.00 per hour. Increasing to: \$11.00 on 1/1/19 and \$12.00 on 1/1/20. \*Local laws may require different minimum wage rates.

**Michigan:** \$9.25 per hour.

**Minnesota:** \$9.65 per hour for large employers (annual gross revenue of \$500,000 or more); \$7.87 per hour for small employers (annual gross revenue of less than \$500,000).

**Missouri:** \$7.85 per hour.

**Montana:** \$8.30 per hour.

**New Jersey:** \$8.60 per hour.

**Ohio:** \$8.30 per hour (gross receipts of \$305,000 or more); \$7.25 per hour (gross receipts under \$305,000).

**Rhode Island:** \$10.10 per hour. Increasing to: \$10.50 on 1/1/19.

**South Dakota:** \$8.85 per hour.

**Vermont:** \$10.50 per hour.

**Washington:** \$11.50 per hour. Increasing to: \$12.00 on 1/1/19 and \$13.50 on 1/1/20. \*Local laws may require different minimum wage rates.

## State Minimum Wage Changes Effective July 1, 2018

**D.C.:** \$13.25 per hour on 7/1/18. Increasing to: \$14.00 on 7/1/19 and \$15.00 on 7/1/20.

**Maryland:** \$10.10 per hour on 7/1/18. \*Local laws may require different minimum wage rates.

### Oregon:

- \$12.00 Portland metro area;
- \$10.75 urban counties;
- \$10.50 rural counties on 7/1/18.
- Increasing to:
  - The Portland metro area will increase to \$12.50 on 7/1/19; \$13.25 on 7/1/20; \$14.00 on 7/1/21; and \$14.75 on 7/1/22.
  - The urban counties will increase to \$11.25 on 7/1/19; \$12.00 on 7/1/20; \$12.75 on 7/1/21; and \$13.50 on 7/1/22.

- The rural counties will increase to \$11.00 on 7/1/19; \$11.50 on 7/1/20; \$12.00 on 7/1/21; and \$12.50 on 7/1/22.

## What does this mean for my business?

Wage and hour litigation is one of the most common and expensive cases in employment law. Although wage rates may be increasing, the fines for not paying employees correctly for their time worked are even more expensive. HR Partners is here to help assist and answer any questions regarding wages, FLSA classification, payroll, and any other HR related questions. Please reach out to our office at 770-248-0401 and speak to any of our helpful team members.

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Sources: [Department of Labor](#)