

## 2017-2018 MINIMUM WAGE INCREASE GUIDE

The Federal minimum wage has been \$7.25 since 2009, but many states and localities have passed their own minimum wage laws. **Employers must pay non-exempt employees at least minimum wage and where rates differ between federal, state, and municipal laws, the highest rate must be paid.** Where states are marked with an asterisk (\*), refer to the secondary tables at the end of this guide for municipal and county rates. The guide below does not reflect specific minimum wage rates for overtime, tipped employees, non-profit status exemptions, child labor laws, training wages, etc. Nor does it discuss minimum salary rates for exempt employees; all figures below are per-hour rates. **Unless noted, new rates go into effect January 1<sup>st</sup>, 2018.**

### STATE RATES

Region	December 2017	January 2018	Notes
Federal	\$7.25	\$7.25	For all employees of employers grossing more than \$500,000, all employees involved in interstate commerce, and most domestic workers.
Fed. Contractors	\$10.20	<b>\$10.35</b>	
Alabama (AL)	\$7.25	\$7.25	No set minimum wage. Federal minimum applies.
Alaska (AK)	\$9.80	<b>\$9.84</b>	Alaska's minimum wage increases to \$9.84 on 1/1/18. Rate reviewed annually and will always remain at least \$1 over the federal minimum wage.
Arizona (AZ)*	\$10	<b>\$10.50</b>	Arizona's minimum wage increases to \$10.50 on 1/1/18 and increases to \$11 on 1/1/19 and \$12 on 1/1/20. Rate reviewed annually starting in 2021.
Arkansas (AR)	\$8.50	\$8.50	Arkansas' minimum wage increased to \$8.50 on 1/1/17. Applies to employers with four or more employees.
California (CA)*	\$10.50 (26+ employees)  \$10 (≤25 employees)	<b>\$11</b> (26+ employees)  <b>\$10.50</b> (≤25 employees)	California has separate minimum wage rates based on employer size. For employers with 26 or more employees, minimum wage increases to \$11 on 1/1/18. For employers with 25 or fewer employees, minimum wage increases to \$10.50 on 1/1/18.  For employers with 26+ employees the minimum wage will increase again to \$12 on 1/1/19, then increase \$1 every year until \$15 in 2022. Employers with 25 or fewer employees: \$11 on 1/1/19, then increase \$1 every year until \$15 in 2023.
Colorado (CO)	\$9.30	<b>\$10.20</b>	Colorado's minimum wage increases to \$10.20 on 1/1/18 and increases to \$11.10 on 1/1/19 and \$12 on 1/1/20. Rate reviewed annually starting in 2021.
Connecticut (CT)	\$10.10	\$10.10	Connecticut's minimum wage increased to \$10.10 on 1/1/17.
Delaware (DE)	\$8.25	\$8.25	Delaware's minimum wage increased to \$8.25 on 6/1/15.
District of Columbia (D.C.)	\$12.50	\$12.50 (\$13.25 on 7/1/18)	Washington D.C.'s minimum wage increased to \$12.50 on 7/1/17 and increases to \$13.25 on 7/1/18, and \$14 on 7/1/19. Rate reviewed annually starting in 2020.
Florida (FL)	\$8.10	<b>\$8.25</b>	Rate reviewed annually.

Georgia (GA)	\$7.25	\$7.25	Georgia's state minimum wage rate is \$5.15 for employers that have six or more employees and are not covered by the FLSA. As the state's minimum wage rate is lower, the federal rate applies.
Hawaii (HI)	\$9.25	<b>\$10.10</b>	Hawaii's minimum wage increases to \$10.10 on 1/1/18.
Idaho (ID)	\$7.25	\$7.25	State minimum wage will automatically follow federal minimum wage.
Illinois (IL)*	\$8.25	\$8.25	Non-tipped employees may be paid \$7.75 for the first 90 days with the employer.
Indiana (IN)	\$7.25	\$7.25	State minimum wage will automatically follow federal minimum wage. Applies to employers that have two or more employees and that are not covered by the FLSA.
Iowa (IA)	\$7.25	\$7.25	In 2017 the Iowa Governor signed a law invalidating all municipal minimum wage laws.
Kansas (KS)	\$7.25	\$7.25	Kansas' minimum wage increased to \$7.25 on 1/1/10. Employers covered by the federal FLSA are exempt from the Kansas minimum wage law.
Kentucky (KY)	\$7.25	\$7.25	In 2016 the Kentucky Supreme Court overruled the municipal minimum wages in Lexington and Louisville.
Louisiana (LA)	\$7.25	\$7.25	No set minimum wage. Federal minimum applies.
Maine (ME)*	\$9	<b>\$10</b>	Maine's minimum wage increases to \$10 on 1/1/18 and increases to \$11 on 1/1/19 and \$12 on 1/1/20. Rate reviewed annually starting in 2021.
Maryland (MD)*	\$9.25	\$9.25 (\$10.10 on 7/1/18)	Maryland's minimum wage increased to \$9.25 on 7/1/17 and increases to \$10.10 on 7/1/18.
Massachusetts (MA)	\$11	\$11	Massachusetts's minimum wage increased to \$11 on 1/1/17. Massachusetts Blue Laws require some employers to pay premium pay for Sundays and certain holidays.
Michigan (MI)	\$8.90	<b>\$9.25</b>	Michigan's minimum wage increases to \$9.25 on 1/1/18. Employees age 16-17 may be paid 85% of minimum wage.
Minnesota (MN)*	\$9.50 (\$500k+ in gross annual sales)  \$7.75 (<\$500k in gross sales)	<b>\$9.65</b> (\$500k+ in gross annual sales)  <b>\$7.87</b> (<\$500k in gross sales)	For large businesses (\$500,000+ in gross annual sales), minimum wage increases to \$9.65 on 1/1/18, and for small businesses (under \$500,000 in gross annual sales), to \$7.87. Rates are reviewed annually starting in 2018. Training wages of \$7.87 may be paid to minors 17 and under, or those 20 and under for the first 90 days of employment.
Mississippi (MS)	\$7.25	\$7.25	No set minimum wage. Federal minimum applies.
Missouri (MO)	\$7.70	\$7.85	Rate reviewed by 9/30 annually. Employers in retail and service industries grossing less than \$500,000 in annual sales are not subject to the Missouri minimum wage and may pay the federal rate of \$7.25.
Montana (MT)	\$8.15	<b>\$8.30</b>	Rate reviewed by 9/30 annually. A business not covered by the Fair Labor Standards Act whose gross annual sales are \$110,000 or less may pay \$4.00 per hour

Nebraska (NE)	\$9	\$9	Nebraska's minimum wage increased to \$9 on 1/1/16. Applies to employers with four or more employees.
Nevada (NV)	\$7.25 (with benefits)  \$8.25 (w/out benefits)	\$7.25 (with benefits)  \$8.25 (w/out benefits)	Minimum wage in Nevada is \$7.25 per hour for employees whose employer provides qualifying health benefits and \$8.25 for employees whose employer does not provide qualifying health benefits. Rate reviewed by 7/1 annually.
New Hampshire (NH)	\$7.25	\$7.25	State minimum wage will automatically follow federal minimum wage.
New Jersey (NJ)	\$8.44	<b>\$8.60</b>	Rate reviewed by 9/30 annually.
New Mexico (NM)*	\$7.50	\$7.50	New Mexico's minimum wage increased to \$7.50 on 1/1/09.
New York (NY)	\$13/\$12/ \$11/\$10.40 (depending on size and location)	\$13/\$12/ \$11/\$10.40 (depending on size and location; planned increase 12/31/18, see notes)	New York's minimum wage is tied to employer size and location as of 12/31/2016. <ul style="list-style-type: none"> <li>• New York City employers with 11+ employees: \$13 on 12/31/17 and \$15 on 12/31/2018. NYC employers with 10 or fewer: \$12 on 12/31/17, \$13.50 on 12/31/18, and \$15 on 12/31/19.</li> <li>• Employers in Nassau, Suffolk, and Westchester counties: \$11 on 12/31/17, \$12 on 12/31/18, with \$1 increases every year until \$15 in 2021.</li> <li>• All others: \$10.40 on 12/31/17, \$11.10 on 12/31/18, with 70¢ increases every year until \$12.50 in 2020 with planned indexing until the rate reaches \$15.</li> </ul>
North Carolina (NC)	\$7.25	\$7.25	North Carolina's minimum wage increased to \$7.25 on 7/24/2009.
North Dakota (ND)	\$7.25	\$7.25	North Dakota's minimum wage increased to \$7.25 on 7/24/2009.
Ohio (OH)	\$8.15 (gross \$299k+ in annual sales)  \$7.25 (gross under \$299k in sales)	<b>\$8.30</b> (gross \$305k+ in annual sales)  \$7.25 (gross under \$305k in sales)	Rate reviewed annually. Employers are considered small, and subject to the lower minimum wage, if they gross under \$305,000 in annual sales as of 2018.
Oklahoma (OK)	\$7.25	\$7.25	State minimum wage automatically follows federal rate.
Oregon (OR)	\$11.25/\$10.25/ \$10 (depending on location)	\$11.25/\$10.25/ \$10 (depending on location, planned increased 7/1/18, see notes)	Oregon's minimum wage is based on employer location as of 7/1/16. <ul style="list-style-type: none"> <li>• Employers inside Portland's Urban Growth Boundary: \$11.25 on 7/1/17, \$12 on 7/1/18, with incremental increases up to \$14.75 in 2022.</li> <li>• Employers in mid-sized cities: \$10.25 on 7/1/17, \$10.75 on 7/1/18, with incremental increases up to \$13.50 in 2022.</li> <li>• Employers in "Frontier Counties*": \$10 on 7/1/17, \$10.50 on 7/1/18, with incremental increases up to \$12.50 in 2022.</li> </ul>

			<p>*Malheur, Lake, Harney, Wheeler, Sherman, Gilliam, Wallowa, Grant, Jefferson, Baker, Union, Crook, Klamath, Douglas, Coos, Curry, Umatilla, and Morrow</p> <p>Standard rate for mid-sized cities reviewed annually in 2023. Portland rate will remain \$1.25 over standard rate, Frontier Counties will remain \$1 under standard rate.</p>
Pennsylvania (PA)	\$7.25	\$7.25	Pennsylvania's minimum wage increased to \$7.25 on 7/24/2009.
Rhode Island (RI)	\$9.60	<b>\$10.10</b>	Rhode Island's minimum wage increases to \$10.10 on 1/1/18 and increases to \$10.50 on 1/1/19.
South Carolina (SC)	\$7.25	\$7.25	No set minimum wage. Federal minimum applies.
South Dakota (SD)	\$8.65	<b>\$8.85</b>	Rate reviewed annually.
Tennessee (TN)	\$7.25	\$7.25	No set minimum wage. Federal minimum applies.
Texas (TX)	\$7.25	\$7.25	State minimum wage will automatically follow federal minimum wage.
Utah (UT)	\$7.25	\$7.25	State minimum wage will automatically follow federal minimum wage and is reviewed at least every 3 years.
Vermont (VT)	\$10	<b>\$10.50</b>	Vermont's minimum wage increases to \$10.50 on 1/1/18. Rate reviewed annually starting in 2019.
Virginia (VA)	\$7.25	\$7.25	State minimum wage will automatically follow federal minimum wage.
Washington (WA)*	\$11	<b>\$11.50</b>	Washington's minimum wage increases to \$11.50 on 1/1/18 and increases to \$12 on 1/1/19 and \$13.50 on 1/1/20. Rate reviewed annually starting in 2021.
West Virginia (WV)	\$8.75	\$8.75	West Virginia's minimum wage increases to \$8.75 on 1/1/16. Applies to employers that have six or more employees.
Wisconsin (WI)	\$7.25	\$7.25	Wisconsin's minimum wage increased to \$7.25 on 6/1/09.
Wyoming (WY)	\$7.25	\$7.25	The state minimum wage rate is \$5.15. As the state's minimum wage is lower than the federal minimum wage, the federal rate applies.

#### MUNICIPAL AND COUNTY RATES

Arizona	December 2017	January 2018	General Notes
Flagstaff	\$10.50	<b>\$11</b>	Flagstaff's minimum wage increases to \$11 on 1/1/18, and increases to \$12 on 1/1/19, \$13 on 1/1/20, and \$15 on 1/1/21 <b>or</b> \$2 above the state minimum wage, whichever is greater. Rate reviewed annually starting in 2023.
California	December 2017	January 2018	General Notes
Berkeley	\$13.75	\$13.75 (\$15 on 10/1/18)	Berkeley's minimum wage increased to \$13.75 on 10/1/17 and increases to \$15 on 10/1/18.
Cupertino	\$12	<b>\$13.50</b>	Cupertino's minimum wage increases \$13.50 on 1/1/18 and increases to \$15 on 1/1/19. Rate reviewed annually starting in 2020.

El Cerrito	\$12.25	<b>\$13.60</b>	El Cerrito's minimum wage increases \$13.60 on 1/1/18 and increases to \$15 on 1/1/19. Rate reviewed annually starting in 2020.
Emeryville	\$15.20 (56+ employees)  \$14 (≤55 employees)	\$15.20 (56+ employees)  \$14 (≤55 employees)  (potential increase 7/1/18, rate not released)	Emeryville has two separate minimum wages based on employer size. For businesses with 56 or more employees, minimum wage is reviewed annually by 7/1.  For businesses with 55 or fewer employees, minimum wage increased to \$14 on 7/1/17, increases to \$15 on 7/1/18, and adjusts annually on 7/1 after based on CPI.
Los Altos	\$12	<b>\$13.50</b>	Los Altos's minimum wage increases to \$13.50 on 1/1/18, and increases to \$15 on 1/1/19. Rate reviewed annually starting in 2020 and announced by 10/1.
Los Angeles City & unincorporated areas of LA County	\$12 (26+ employees)  \$10.50 (≤25 employees)	\$12 (26+ employees)  \$10.50 (≤25 employees)  (planned increase 7/1/18, see notes)	Los Angeles' minimum wage is dependent on employer size. For businesses with 26 or more employees, minimum wage increased to \$12 on 7/1/17 and increases to \$13.25 on 7/1/18, \$14.25 on 7/1/19, and \$15 on 7/1/20.  For businesses with 25 or fewer employees and non-profits that have approval to pay a deferred rate, minimum wage increased to \$10.50 on 7/1/17 and increases to \$12 on 7/1/18, \$13.25 on 7/1/19, \$14.25 on 7/1/20, and \$15 on 7/1/21. Rates reviewed annually starting in 2022 and go into effect 7/1 that same year.
Malibu	\$12 (26+ employees)  \$10.50 (≤25 employees)	\$12 (26+employees)  \$10.50 (≤25 employees)  (planned increase 7/1/18, see notes)	Malibu's minimum wage is dependent on employer size. For businesses with 26 or more employees, minimum wage increased to \$12 on 7/1/17 and increases to \$13.25 on 7/1/18, \$14.25 on 7/1/19, and \$15 on 7/1/20.  For businesses with 25 or fewer employees, minimum wage increased to \$10.50 on 7/1/17 and increases to \$12 on 7/1/18, \$13.25 on 7/1/19, \$14.25 on 7/1/20, and \$15 on 7/1/21. Rates reviewed annually starting in 2022 and go into effect 7/1 that same year.
Milpitas	\$11	<b>\$12</b>	Milpitas's minimum wage increases to \$12 on 1/1/18 and increases to \$13.50 on 7/1/18 and \$15 on 7/1/19. Rate reviewed annually starting in 2020.
Mountain View	\$13	<b>\$15</b>	Mountain View's minimum wage increases to \$15 on 1/1/18. Rates reviewed annually starting in 2019.
Oakland	\$12.86	<b>\$13.23</b>	Rates reviewed annually by 1/1.
Palo Alto	\$12	<b>\$13.50</b>	Rates reviewed annually by 1/1.

Pasadena	\$12 (26+ employees)  \$10.50 (≤25 employees)	\$12 (26+ employees)  \$10.50 (≤25 employees) (planned increase 7/1/18, see notes)	<p>Pasadena's minimum wage is dependent on employer size. For employers with 26 or more employees, minimum wage increased to \$12 on 7/1/17, and increases to \$13.25 on 7/1/18.</p> <p>For employers of 25 or fewer, the minimum wage increased to \$10.50 on 7/1/17, and increases to \$12 on 7/1/18. Early 2019, the City Council will review the economic impact and with the City Manager decide on future increases.</p>
Richmond	\$12.30	<b>\$13.41</b>	Richmond's minimum wage increases to \$13.41 on 1/1/18. Rate reviewed annually starting in 2019.
San Diego	\$11.50	\$11.50	San Diego's minimum wage increase to \$11.50 on 1/1/17. Rate reviewed annually starting in 2019.
San Francisco	\$14	\$14 (\$15 on 7/1/18)	San Francisco's minimum wage increased to \$14 on 7/1/17 and increases to \$15 on 7/1/18. Rate reviewed annually starting in 2019.
San José	\$12	<b>\$13.50</b>	San José's minimum wage increases to \$13.50 on 1/1/18 and increases to \$15 on 1/1/19. Rate reviewed by 10/1 annually starting in 2020.
San Leandro	\$12	\$12 (\$13 on 7/1/18)	San Leandro's minimum wage increased to \$12 on 7/1/17, and increases to \$13 on 7/1/18, \$14 on 7/1/19, and \$15 on 7/1/20.
San Mateo	\$12	<b>\$13.50</b>	San Mateo's minimum wage increases to \$13.50 on 1/1/18 and increases to \$15 on 1/1/19. Rate reviewed annually starting in 2020. Different rates apply to 501(c)(3) nonprofits.
Santa Clara	\$11.10	<b>\$13</b>	Santa Clara's minimum wage increases to \$13 on 1/1/18 and increases to \$15 on 1/1/19. Rate reviewed annually starting in 2020.
Santa Monica	\$12 (26+ employees)  \$10.50 (≤25 employees)	\$12 (26+ employees)  \$10.50 (≤25 employees)  (planned increase 7/1/18, see notes)	<p>Santa Monica's minimum wage is dependent on employer size. For businesses with 26 or more employees, minimum wage increased to \$12 on 7/1/17 and increases to \$13.25 on 7/1/18, \$14.25 on 7/1/19, and \$15 on 7/1/20.</p> <p>For businesses with 25 or fewer employees and certain nonprofits, minimum wage increased to \$10.50 on 7/1/17 and increases to \$12 on 7/1/18, \$13.25 on 7/1/19, \$14.25 on 7/1/20, and \$15 on 7/1/21. Rate reviewed annually starting in 2022.</p>
Sunnyvale	\$13	<b>\$15</b>	Sunnyvale's minimum wage increases to \$15 on 1/1/18. Rate reviewed annually starting in 2019.



Illinois	December 2017	January 2018	General Notes
Chicago	\$11	\$11 (\$12 on 7/1/18)	Chicago's minimum wage increased to \$11 on 7/1/17 and increases to \$12 on 7/1/18 and \$13 on 7/1/19. Rate reviewed annually starting 7/2020.
Cook County	\$10	\$10 (\$11 on 7/1/18)	Cook County's minimum wage increased to \$10 on 7/1/17, and increases to \$11 on 7/1/18, \$12 on 7/1/19, and \$13 on 7/1/20. Rate reviewed annually starting 6/2021.
Maine	December 2017	January 2018	General Notes
Portland	\$10.68	\$10.68 (potential increase 7/1/18, rate not released)	Portland's minimum wage increased to \$10.68 on 1/1/17 and is reviewed annually.
Maryland	December 2017	January 2018	General Notes
Montgomery County	\$11.50	\$11.50 (planned increase 7/1/18)	<p>Montgomery County's minimum wage is dependent on employer size. For employers with 51 or more employees, minimum wage increases to \$12.25 on 7/1/18, and increases to \$13 on 7/1/19, \$14 on 7/1/20, and \$15 on 7/1/21.</p> <p>For employers of 11-50 employees, the minimum wage increases to \$12 on 7/1/18, \$12.50 on 7/1/19, with incremental increases until \$15 in 2023.</p> <p>For employers of 10 or fewer employees, minimum wage increases to \$12 on 7/1/18, \$12.50 on 7/1/19, with incremental increases until \$15 in 2024. Rate reviewed annually starting in 2024.</p>
Prince George's County	\$11.50	\$11.50 (potential increase 10/1/18, rate not released)	Prince George's County's minimum wage increased to \$10.75 on 10/1/16 and increased to \$11.50 on 10/1/17.
Minnesota	December 2017	January 2018	General Notes
Minneapolis	\$9.50 or \$7.75 (the state rate based on gross annual income)	<p><b>\$10</b> (101+ employees)</p> <p><b>\$9.65 or \$7.87</b> (≤100 employees then state rate based on gross annual income)</p>	<p>Minneapolis's minimum wage is dependent on employer size. For employers with 101 or more employees, minimum wage increases to \$10 on 1/1/18, and increases to \$11.25 on 7/1/18, \$12.25 on 7/1/19, with incremental increases until \$15 in 2022.</p> <p>For employers of 100 or fewer, the minimum wage increases to \$10.25 on 7/1/18, \$11 on 7/1/19, with incremental increases until \$15 in 2024.</p>

New Mexico	December 2017	January 2018	General Notes
Albuquerque	\$8.80 or \$7.80 (depending on benefits)	<b>\$8.95 or \$7.95</b> (depending on benefits)	Albuquerque's minimum wage increases to \$8.95 on 1/1/18. If \$2,500 or more in healthcare and/or childcare benefits is provided to employees, the minimum wage is \$7.95. Rate reviewed by 10/15 annually.
Bernalillo County	\$8.70	<b>\$8.85</b>	Bernalillo County's minimum wage increases to \$8.85 on 1/1/18. Rate increases are voted upon annually by the Bernalillo County Commission.
Las Cruces	\$9.20	\$9.45	Las Cruces' minimum wage increased to \$9.20 on 1/1/17 and increases to \$10.10 on 1/1/19.
Santa Fe City & Santa Fe County	\$11.09	\$11.09 (potential increase 3/1/18, rate not released)	Santa Fe City's and County's minimum wage increased to \$11.09 on 3/1/17. Rate reviewed annually.
Washington	December 2017	January 2018	General Notes
Seattle	\$13.50 (501+ employees with benefits)  \$15 (501+ employees no benefits)  \$11 (≤500 employees with benefits)  \$13 (≤500 employees no benefits)	<b>\$15</b> (501+ employees with benefits)  <b>\$15.45</b> (501+ employees no benefits)  <b>\$11.50</b> (≤500 employees with benefits)  <b>\$14</b> (≤500 employees no benefits)	<p>Seattle has two separate minimum wages based on employer size. For each employer size, minimum wage differs depending on payments made to employees' medical benefits or tips.</p> <p>For employers with 501 or more employees, the minimum compensation rate increases to \$15.45 per hour on 1/1/18, with a minimum hourly wage of \$15 if employers contribute at least the difference toward health insurance. Starting in 2019, this rate will no longer be tied to employer contributions to benefits and will be reviewed annually.</p> <p>For employers with 500 or fewer employees, the minimum compensation rate increases to \$14 per hour on 1/1/18, with a minimum hourly wage of \$11.50 if employers contribute at least the difference toward health insurance or the employee receives at least the difference in tips. Those rates will increase to \$15 per hour in compensation and \$12 in wages on 1/1/19.</p>
SeaTac (hospitality & transportation workers)	\$15.35	<b>\$15.64</b>	Rate reviewed by 10/15 annually.
Tacoma	\$11.15	<b>\$12</b>	Tacoma's minimum wage increases to \$12 per hour on 1/1/18. Rates reviewed annually starting in 2019 and go into effect 7/1 that same year.



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