

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, 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.

Columns listing tipped rates are the cash wage rates employers may choose to pay if they have employees who regularly receive tips. Several states do not allow this practice, but in most states, employers may take tip credits from employees' wages as long as an employee receives enough tips, that when combined with the cash wage paid by the employer, they are paid the regular hourly minimum wage rate.

Unless noted, new rates go into effect January 1st, 2018.

STATE RATES

| Region | 12/ 2017 (regular) | 12/2017 (tipped) | 01/2018 (regular) | 01/2018 (tipped) | Notes |
|---------------------|-----------------------|---|----------------------|---|--|
| Federal | \$7.25 | \$2.13 | \$7.25 | \$2.13 | All employees of employers grossing \$500,000+, all employees involved in interstate commerce, and most domestic workers. |
| Fed. Contractors | \$10.20 | \$6.80 | \$10.35 | \$7.25 | |
| Alabama (AL) | \$7.25 | \$2.13 <i>(only if tipped \$30+ per month)</i> | \$7.25 | \$2.13 <i>(only if tipped \$30+ per month)</i> | No set minimum wage. Federal minimum applies. |
| Alaska (AK) | \$9.80 | Not allowed | \$9.84 | Not allowed | Alaska's minimum wage increased to \$9.84 on 1/1/18. Rate reviewed annually and will always remain at least \$1 over the federal minimum wage. |

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| Arizona (AZ)* | \$10 | \$7 | \$10.50 | \$7.50 | Arizona's minimum wage increased 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. Employees (outside of Flagstaff) who receive tips may be paid a cash wage of \$3.00 an hour <i>less</i> than the minimum wage if the cash wage and tips total at least the state minimum wage. |
| Arkansas (AR) | \$8.50 | \$2.63 <i>(only if tipped \$20+ per month)</i> | \$8.50 | \$2.63 <i>(only if tipped \$20+ per month)</i> | Arkansas' minimum wage increased to \$8.50 on 1/1/17. Applies to employers with 4+ employees. |
| California (CA)* | \$10.50 <i>(26+ employees)</i> \$10 <i>(≤25 employees)</i> | Not allowed | \$11 <i>(26+ employees)</i> \$10.50 <i>(≤25 employees)</i> | Not allowed | California has separate minimum wage rates based on employer size. For employers with 26 or more employees, minimum wage increased to \$11 on 1/1/18. For employers with 25 or fewer employees, minimum wage increased 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 | \$6.28 | \$10.20 | \$7.18 <i>(only if tipped \$30+ per month)</i> | Colorado's minimum wage increased to \$10.20/\$7.18 (tipped) on 1/1/18 and increases to \$11.10/\$8.08 on 1/1/19 and \$12/\$8.98 on 1/1/20. Rate reviewed annually starting in 2021. |
| Connecticut (CT) | \$10.10 | \$6.38 <i>(waitstaff);</i> \$8.23 <i>(bartenders)</i> | \$10.10 | \$6.38 <i>(waitstaff);</i> \$8.23 <i>(bartenders)</i> | Connecticut's minimum wage increased to \$10.10 on 1/1/17. Only bartenders and waitstaff may be paid a tipped minimum wage rate under Connecticut law. |
| Delaware (DE) | \$8.25 | \$2.23 <i>(only if tipped \$30+ per month)</i> | \$8.25 | \$2.23 <i>(only if tipped \$30+ per month)</i> | Delaware's minimum wage increased to \$8.25 on 6/1/15. Delaware's tipped minimum wage has been \$2.23 since 10/1/96. |
| District of Columbia (D.C.) | \$12.50 | \$3.33 | \$12.50 <i>(\$13.25 on 7/1/18)</i> | \$3.33 <i>(\$3.89 on 7/1/18)</i> | Washington D.C.'s minimum wage increased to \$12.50/\$3.33 (tipped) on 7/1/17 and increases to \$13.25/\$3.89 on 7/1/18, and \$14/\$4.45 on 7/1/19, and \$15/\$5 on 7/1/2020. Rates reviewed annually starting in 2021. |

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| Florida (FL) | \$8.10 | \$5.08 | \$8.25 | \$5.23 | Rates reviewed annually. |
| Georgia (GA) | \$7.25 | \$2.13 | \$7.25 | \$2.13 | Georgia's state minimum wage rate is \$5.15 for employers that not covered by the FLSA. For employers who are covered by the FLSA, the federal rate applies. |
| Hawaii (HI) | \$9.25 | \$8.50 | \$10.10 | \$9.35* <i>(only if tipped \$20+ per month)</i> | Hawaii's minimum wage increased to \$10.10 on 1/1/18. Hawaii employers may only take a tip credit if the amount the employee receives in both cash wages and in tips is \$7 or more than the applicable minimum wage. |
| Idaho (ID) | \$7.25 | \$3.35 <i>(only if tipped \$30+ per month)</i> | \$7.25 | \$3.35 <i>(only if tipped \$30+ per month)</i> | State regular minimum wage rate will automatically follow federal minimum wage. |
| Illinois (IL)* | \$8.25 | \$4.95 | \$8.25 | \$4.95 | Tipped employees may be paid 60% of the regular minimum wage. New employees (first 90 days of employment) and employees under 18 may be paid up to 50 cents less per hour. |
| Indiana (IN) | \$7.25 | \$2.13 | \$7.25 | \$2.13 | 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 | \$4.35 | \$7.25 | \$4.35 | In 2017 the Iowa Governor signed a law invalidating all municipal minimum wage laws. |
| Kansas (KS) | \$7.25 | \$2.13 <i>(only if tipped \$20+ per month)</i> | \$7.25 | \$2.13 <i>(only if tipped \$20+ per month)</i> | 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 | \$2.13 <i>(only if tipped \$20+ per month)</i> | \$7.25 | \$2.13 <i>(only if tipped \$20+ per month)</i> | In 2016 the Kentucky Supreme Court overruled the municipal minimum wages in Lexington and Louisville. |
| Louisiana (LA) | \$7.25 | \$2.13 | \$7.25 | \$2.13 | No set minimum wage. Federal minimum applies. |

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| Maine (ME)* | \$9 | \$4 <i>(only if tipped \$30+ per month)</i> | \$10 | \$5 <i>(only if tipped \$30+ per month)</i> | Maine's minimum wage increased 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. Tipped employees may be paid 50% of the regular minimum wage. |
| Maryland (MD)* | \$9.25 | \$3.63 <i>(only if tipped \$30+ per month)</i> | \$9.25 <i>(\$10.10 on 7/1/18)</i> | \$3.63 <i>(only if tipped \$30+ per month)</i> | Maryland's minimum wage increased to \$9.25 on 7/1/17 and increases to \$10.10 on 7/1/18. |
| Massachusetts (MA) | \$11 | \$3.75 <i>(only if tipped \$20+ per month)</i> | \$11 | \$3.75 <i>(only if tipped \$20+ per month)</i> | 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 | \$3.38 | \$9.25 | \$3.52 | Michigan's minimum wage increased to \$9.25 and \$3.52 (tipped) on 1/1/18. Tipped employees may be paid 38% of the regular minimum wage. Employees 16-17 may be paid 85% of the state's minimum wage. Rate reviewed annually starting in 4/2019. |
| Minnesota (MN)* | \$9.50 <i>(\$500k+ in gross annual sales)</i> \$7.75 <i>(<\$500k in gross sales)</i> | Not allowed | \$9.65 <i>(\$500k+ in gross annual sales)</i> \$7.87 <i>(<\$500k in gross sales)</i> | Not allowed | For large businesses (\$500,000+ in gross annual sales), minimum wage increased 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 | \$2.13 | \$7.25 | \$2.13 | No set minimum wage. Federal minimum applies. |
| Missouri (MO) | \$7.70 | \$3.85 | \$7.85 | \$3.93 | 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 state minimum wage and may pay the federal rate of \$7.25. Tipped minimum wage is set at half the regular rate. |
| Montana (MT) | \$8.15 | Not allowed | \$8.30 | Not allowed | Rate reviewed by 9/30 annually. |

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| Nebraska (NE) | \$9 | \$2.13 | \$9 | \$2.13 | Nebraska's minimum wage increased to \$9 on 1/1/16. Applies to employers with four or more employees. |
| Nevada (NV) | \$7.25 <i>(with benefits)</i> \$8.25 <i>(w/out benefits)</i> | Not allowed | \$7.25 <i>(with benefits)</i> \$8.25 <i>(w/out benefits)</i> | Not allowed | 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 | \$3.26 <i>(only if tipped \$30+ per month)</i> | \$7.25 | \$3.26 <i>(only if tipped \$30+ per month)</i> | State regular minimum wage rate will automatically follow federal minimum wage. Tipped employees may be paid 45% of the regular minimum wage. |
| New Jersey (NJ) | \$8.44 | \$2.13 | \$8.60 | \$2.13 | Rate reviewed by 9/30 annually. |
| New Mexico (NM)* | \$7.50 | \$2.13 <i>(only if tipped \$30+ per month)</i> | \$7.50 | \$2.13 <i>(only if tipped \$30+ per month)</i> | New Mexico's minimum wage increased to \$7.50 on 1/1/09. |
| New York (NY) | \$13/\$12/ \$11/\$10.40 <i>(depending on size and location)</i> | See notes | \$13/\$12/ \$11/\$10.40 <i>(depending on size and location; planned increase 12/31/18, see notes)</i> | See notes | <p>New York's minimum wage is tied to employer size and location as of 12/31/2016.</p> <ul style="list-style-type: none"> 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. 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. <p>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.</p> <p>Tipped employees may be paid 2/3 of the regular minimum wage, rounded to the nearest 5¢.</p> |

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| North Carolina (NC) | \$7.25 | \$2.13 <i>(only if tipped \$30+ per month)</i> | \$7.25 | \$2.13 <i>(only if tipped \$30+ per month)</i> | North Carolina's minimum wage increased to \$7.25 on 7/24/2009. |
| North Dakota (ND) | \$7.25 | \$4.86 <i>(only if tipped \$30+ per month)</i> | \$7.25 | \$4.86 <i>(only if tipped \$30+ per month)</i> | North Dakota's minimum wage increased to \$7.25 on 7/24/2009. Tipped employees may be paid 67% of the regular minimum wage. |
| Ohio (OH) | \$8.15 <i>(gross \$299k+ in annual sales)</i> \$7.25 <i>(gross under \$299k in sales)</i> | \$4.08 <i>(only if tipped \$30+ per month)</i> | \$8.30 <i>(gross \$305k+ in annual sales)</i> \$7.25 <i>(gross under \$305k in sales)</i> | \$4.15 <i>(only if tipped \$30+ per month)</i> | Rates 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 | \$2.13 | \$7.25 | \$2.13 | State minimum wage automatically follows federal rate. |
| Oregon (OR) | \$11.25/ \$10.25/ \$10 <i>(depending on location)</i> | Not allowed | \$11.25/ \$10.25/ \$10 <i>(depending on location, planned increased 7/1/18, see notes)</i> | Not allowed | <p>Oregon's minimum wage is based on employer location as of 7/1/16.</p> <ul style="list-style-type: none"> 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. 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. Employers in "Frontier Counties*": \$10 on 7/1/17, \$10.50 on 7/1/18, with incremental increases up to \$12.50 in 2022. *Malheur, Lake, Harney, Wheeler, Sherman, Gilliam, Wallowa, Grant, Jefferson, Baker, Union, Crook, Klamath, Douglas, Coos, Curry, Umatilla, and Morrow <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> |

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| Pennsylvania (PA) | \$7.25 | \$2.83 <i>(only if tipped \$30+ per month)</i> | \$7.25 | \$2.83 <i>(only if tipped \$30+ per month)</i> | Pennsylvania's minimum wage increased to \$7.25 and \$2.83 (tipped) on 7/24/09. |
| Rhode Island (RI) | \$9.60 | \$3.89 | \$10.10 | \$3.89 | Rhode Island's regular minimum wage increased to \$10.10 on 1/1/18 and increases to \$10.50 on 1/1/19. Tipped minimum wage increased to \$3.89 on 1/1/17. |
| South Carolina (SC) | \$7.25 | \$2.13 | \$7.25 | \$2.13 | No set minimum wage. Federal minimum applies. |
| South Dakota (SD) | \$8.65 | \$4.33 | \$8.85 | \$4.43 | Rate reviewed annually. Tipped employees may be paid 50% of the regular minimum wage. |
| Tennessee (TN) | \$7.25 | \$2.13 | \$7.25 | \$2.13 | No set minimum wage. Federal minimum applies. |
| Texas (TX) | \$7.25 | \$2.13 <i>(only if tipped \$20+ per month)</i> | \$7.25 | \$2.13 <i>(only if tipped \$20+ per month)</i> | State minimum wage will automatically follow federal minimum wage. |
| Utah (UT) | \$7.25 | \$2.13 <i>(only if tipped \$30+ per month)</i> | \$7.25 | \$2.13 <i>(only if tipped \$30+ per month)</i> | State minimum wage will automatically follow federal minimum wage and is reviewed at least every 3 years. |
| Vermont (VT) | \$10 | \$5 | \$10.50 | \$5.50 <i>(only if tipped \$120+ per month)</i> | Vermont's minimum wage increased to \$10.50 on 1/1/18. Rate reviewed annually starting in 2019. Tipped minimum wage is set to always be half the standard rate. |
| Virginia (VA) | \$7.25 | \$2.13 | \$7.25 | \$2.13 | State minimum wage will automatically follow federal minimum wage. |
| Washington (WA)* | \$11 | Not allowed | \$11.50 | Not allowed | Washington's minimum wage increased 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. |

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| West Virginia (WV) | \$8.75 | \$2.62 | \$8.75 | \$2.62 | West Virginia's minimum wage increased to \$8.75 on 1/1/16 and applies to employers that have six or more employees. Tipped employees may be paid 30% of the regular minimum wage. |
| Wisconsin (WI) | \$7.25 | \$2.33 | \$7.25 | \$2.33 | Wisconsin's minimum wage increased to \$7.25 and \$2.33 (tipped) on 6/1/09. |
| Wyoming (WY) | \$7.25 | \$2.13 <i>(only if tipped \$30+ per month)</i> | \$7.25 | \$2.13 <i>(only if tipped \$30+ per month)</i> | Wyoming's minimum wage is \$5.15. As the state's rate is lower than the federal minimum wage, the federal rate applies. |

MUNICIPAL RATES

| Arizona | 12/ 2017 (regular) | 12/2017 (tipped) | 01/2018 (regular) | 01/2018 (tipped) | Notes |
|-------------------|--|---------------------|---|---------------------|--|
| Flagstaff | \$10.50 | \$7.50 | \$11 | \$8 | <p>Flagstaff’s minimum wage increased 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 or \$2 above the state minimum wage, whichever is greater. Rate reviewed annually starting in 2023.</p> <p>Flagstaff employees who receive at least \$30 in tips may be paid a cash wage of \$3.00 an hour <i>less</i> than the minimum wage. This rate to change in 2022.</p> |
| California | 12/ 2017 (regular) | 12/2017 (tipped) | 01/2018 (regular) | 01/2018 (tipped) | Notes |
| Berkeley | \$13.75 | Not allowed | \$13.75 <i>(\$15 on 10/1/18)</i> | Not allowed | Berkeley’s minimum wage increased to \$13.75 on 10/1/17 and increases to \$15 on 10/1/18. |
| Cupertino | \$12 | Not allowed | \$13.50 | Not allowed | Cupertino’s minimum wage increased \$13.50 on 1/1/18 and increases to \$15 on 1/1/19. Rate reviewed annually starting in 2020. |
| El Cerrito | \$12.25 | Not allowed | \$13.60 | Not allowed | El Cerrito’s minimum wage increased \$13.60 on 1/1/18 and increases to \$15 on 1/1/19. Rate reviewed annually starting in 2020. |
| Emeryville | <p>\$15.20 <i>(56+ employees)</i></p> <p>\$14 <i>(≤55 employees)</i></p> | Not allowed | <p>\$15.20 <i>(56+ employees)</i></p> <p>\$14 <i>(≤55 employees)</i></p> <p><i>(potential increase 7/1/18, rate not released)</i></p> | Not allowed | <p>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.</p> <p>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.</p> |
| Los Altos | \$12 | Not allowed | \$13.50 | Not allowed | Los Altos' minimum wage increased 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. |

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| Los Angeles City & unincorporated areas of LA County | \$12 (26+ employees) \$10.50 (≤25 employees) | Not allowed | \$12 (26+ employees) \$10.50 (≤25 employees) (planned increase 7/1/18, see notes) | Not allowed | 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) | Not allowed | \$12 (26+employees) \$10.50 (≤25 employees) (planned increase 7/1/18, see notes) | Not allowed | 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 | Not allowed | \$12 | Not allowed | Milpitas's minimum wage increased 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 | Not allowed | \$15 | Not allowed | Mountain View's minimum wage increased to \$15 on 1/1/18. Rates reviewed annually starting in 2019. |
| Oakland | \$12.86 | Not allowed | \$13.23 | Not allowed | Oakland's minimum wage increased to \$13.23 on 1/1/18. Rates reviewed annually by 1/1. |
| Palo Alto | \$12 | Not allowed | \$13.50 | Not allowed | Palo Alto's minimum wage increased to \$13.50 on 1/1/18. Rates reviewed annually by 1/1. |

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| Pasadena | \$12 (26+ employees) \$10.50 (≤25 employees) | Not allowed | \$12 (26+ employees) \$10.50 (≤25 employees) (planned increase 7/1/18, see notes) | Not allowed | 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. 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. |
| Richmond | \$12.30 | Not allowed | \$13.41 | Not allowed | Richmond's minimum wage increased to \$13.41 on 1/1/18. Rate reviewed annually starting in 2019. |
| San Diego | \$11.50 | Not allowed | \$11.50 | Not allowed | San Diego's minimum wage increase to \$11.50 on 1/1/17. Rate reviewed annually starting in 2019. |
| San Francisco | \$14 | Not allowed | \$14 (\$15 on 7/1/18) | Not allowed | 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 | Not allowed | \$13.50 | Not allowed | San José's minimum wage increased 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 | Not allowed | \$12 (\$13 on 7/1/18) | Not allowed | 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 | Not allowed | \$13.50 | Not allowed | San Mateo's minimum wage increased 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. |

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| Santa Clara | \$11.10 | Not allowed | \$13 | Not allowed | Santa Clara's minimum wage increased 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) | Not allowed | \$12 (26+ employees) \$10.50 (≤25 employees) (planned increase 7/1/18, see notes) | Not allowed | 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. 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. |
| Sunnyvale | \$13 | Not allowed | \$15 | Not allowed | Sunnyvale's minimum wage increased to \$15 on 1/1/18. Rate reviewed annually starting in 2019. |
| Illinois | 12/ 2017 (regular) | 12/2017 (tipped) | 01/2018 (regular) | 01/2018 (tipped) | Notes |
| Chicago | \$11 | \$6.10 | \$11 (\$12 on 7/1/18) | \$6.10 (planned increase 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. Regular rate reviewed annually starting 7/2020. Tipped rate reviewed annually starting 7/2017 and released 6/1. |
| Cook County | \$10 | \$4.95 | \$10 (\$11 on 7/1/18) | \$4.95 (planned increase 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. Regular rate reviewed annually starting 6/2021. Tipped rate reviewed annually starting 7/2018 and released 6/1. |

| Maine | 12/ 2017 (regular) | 12/2017 (tipped) | 01/2018 (regular) | 01/2018 (tipped) | Notes |
|------------------------|-----------------------|---|---|--|---|
| Portland | \$10.68 | \$5 <i>(only if tipped \$30+ per month)</i> | \$10.68 <i>(\$10.90 on 7/1/18)</i> | \$5 <i>(only if tipped \$30+ per month)</i> | Portland's regular minimum wage rate increased to \$10.68 on 1/1/17 and both rates are reviewed annually starting 7/2018. |
| Maryland | 12/ 2017 (regular) | 12/2017 (tipped) | 01/2018 (regular) | 01/2018 (tipped) | Notes |
| Montgomery County | \$11.50 | \$4.00 <i>(only if tipped \$30+ per month)</i> | \$11.50 <i>(planned) increase 7/1/18)</i> | \$4.00 <i>(only if tipped \$30+ per month, potential increase 7/1/2018)</i> | <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.</p> <p>Regular rate reviewed annually starting in 2024. Tipped rate reviewed annually starting in 2018.</p> |
| Prince George's County | \$11.50 | \$3.63 <i>(only if tipped \$30+ per month)</i> | \$11.50 <i>(potential increase 10/1/18, rate not released)</i> | \$3.63 <i>(only if tipped \$30+ per month, potential increase 7/1/2018)</i> | Prince George's County's minimum wage increased to \$10.75 on 10/1/16 and increased to \$11.50 on 10/1/17. Rates reviewed annually. |

| Minnesota | 12/ 2017 (regular) | 12/2017 (tipped) | 01/2018 (regular) | 01/2018 (tipped) | Notes |
|-------------------|---|---|--|--|---|
| Minneapolis | \$9.50 or \$7.75 <i>(state rate based on gross annual income)</i> | Not allowed | \$10 <i>(101+ employees)</i> \$9.65 or \$7.87 <i>(≤100 employees then state rate based on gross annual income)</i> | Not allowed | Minneapolis's minimum wage is dependent on employer size. For employers with 101 or more employees, minimum wage increased 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. 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. |
| New Mexico | 12/ 2017 (regular) | 12/2017 (tipped) | 01/2018 (regular) | 01/2018 (tipped) | Notes |
| Albuquerque | \$8.80 or \$7.80 <i>(depending on benefits)</i> | \$5.30 | \$8.95 or \$7.95 <i>(depending on benefits)</i> | \$5.35 | Albuquerque's regular minimum wage rate increased 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. Tipped employees may be paid 60% of the higher regular minimum wage. Rates reviewed by 10/15 annually. |
| Bernalillo County | \$8.70 | \$2.13 | \$8.85 | \$2.13 | Bernalillo County's minimum wage increased to \$8.85 on 1/1/18. Rate increases are voted upon annually by the Bernalillo County Commission. |
| Las Cruces | \$9.20 | \$3.68 | \$9.20 | \$3.68 | Las Cruces' minimum wage increased to \$9.20 and \$3.68 (tipped) on 1/1/17 and increases to \$10.10/\$4.04 on 1/1/19. Tipped employees may be paid 40% of the regular minimum wage. Rate reviewed annually starting 1/2020. |
| Santa Fe City | \$11.09 | \$2.13 <i>(only if tipped \$30+ per month)</i> | \$11.40 | \$2.13 <i>(only if tipped \$100+ per month)</i> | Santa Fe City's regular minimum wage rate increased to \$11.40 on 3/1/18. Rate reviewed annually. |
| Santa Fe County | \$11.09 | \$3.32 <i>(only if tipped \$30+ per month)</i> | \$11.40 | \$3.41 <i>(only if tipped \$30+ per month)</i> | Santa Fe County's minimum wage increased to \$11.40 and \$3.41 (tipped) on 3/1/18. Rates reviewed annually. |

| Washington | 12/ 2017 (regular) | 12/2017 (tipped) | 01/2018 (regular) | 01/2018 (tipped) | Notes |
|------------|--|---------------------|---|---------------------|---|
| Seattle | <p>\$13.50 <i>(501+ employees with benefits)</i></p> <p>\$15 <i>(501+ employees no benefits)</i></p> <p>\$11 <i>(≤500 employees with benefits)</i></p> <p>\$13 <i>(≤500 employees no benefits)</i></p> | Not allowed | <p>\$15 <i>(501+ employees with benefits)</i></p> <p>\$15.45 <i>(501+ employees no benefits)</i></p> <p>\$11.50 <i>(≤500 employees with benefits)</i></p> <p>\$14 <i>(≤500 employees no benefits)</i></p> | Not allowed | <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 increased 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 increased 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> |
| Tacoma | \$11.15 | Not allowed | \$12 | Not allowed | Tacoma's minimum wage increased 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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