

2015-2016 MINIMUM WAGE INCREASE GUIDE

Employers are required to comply with wage and hour laws that regulate minimum wage. The minimum wage is a rate that employers are required to pay at a minimum to their non-exempt employees. **In some cases, the state and federal minimum wage will differ. Furthermore, many cities and counties have rates higher than that of the state, and whichever is higher, must be paid. Where states are marked with an asterisk (*), please refer to the secondary tables for municipal and county rates.** The guide below does not reflect *specific* monetary values for minimum tipped wages, state-required Cost of Living Adjustment (COLA), child labor laws, all training wages, minimum revenue exceptions, etc. All figures below are per hour rates. For specific notes, refer to the support center site state law summaries or contact a HR Professional. **Where a 2016 increase is listed without a date, the effective date is 1/1/16.**

STATE RATES

Jurisdiction	2015	2016	General Notes
Federal	\$7.25	\$7.25	For all employers grossing more than \$500,000. Training wage of \$4.25 per hour allowed for workers under 20 years old for the first 90 calendar days of employment.
Federal Contractors	\$10.10	\$10.15	
Alabama (AL)	\$7.25	\$7.25	No state set minimum wage. Federal minimum applies.
Alaska (AK)	\$8.75	\$9.75	Alaska's minimum wage increased to \$9.75 on 1/1/16.
Arizona (AZ)	\$8.05	\$8.05	Rate increases tied to consumer price index.
Arkansas (AR)	\$7.50	\$8.00	Arkansas' minimum wage increased to \$8.00 on 1/1/16 and increases to \$8.50 on 1/1/17.
California (CA)*	\$9.00	\$10.00	California minimum wage increased to \$10.00 on 1/1/16. The Minimum Wage Ordinance states that most exempt employees must make at least twice the state minimum wage. In April 2016, California passed a bill to incrementally raise the California minimum wage to \$15 per hour over the next seven years. The schedule is as follows: Employers with 26+ employees: \$10.50 on 1/1/17; \$11.00 on 1/1/18; then increase \$1 every year until \$15.00 in 2022. Employers with 25 or fewer employees: \$10.50 on 1/1/18; \$11.00 on 1/1/19; then increase \$1 every year until \$15.00 in 2023.
Colorado (CO)	\$8.23	\$8.31	Rate increases tied to consumer price index and is adjusted annually.
Connecticut (CT)	\$9.15	\$9.60	Connecticut's minimum wage increased to \$9.60 on 1/1/16 and increases to \$10.10 on 1/1/17.
Delaware (DE)	\$8.25	\$8.25	
District of Columbia (D.C.)	\$10.50	\$11.50	Rate increases tied to consumer price index after 2016.
Florida (FL)	\$8.05	\$8.05	Rate increases tied to consumer price index.
Georgia (GA)	\$7.25	\$7.25	Georgia's state minimum wage rate is \$5.15. As the state's minimum wage is lower than federal minimum wage, the federal rate applies.
Hawaii (HI)	\$7.75	\$8.50	Hawaii's minimum wage increased to \$8.50 on 1/1/16 and increases to \$9.25 on 1/1/17 and 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	Employees under the age of 18 may be paid up to \$0.50 less for the minimum wage rate. Non-tipped employees may be paid \$7.75 for the first 90 days with the employer.
Indiana (IN)	\$7.25	\$7.25	
Iowa (IA)*	\$7.25	\$7.25	
Kansas (KS)	\$7.25	\$7.25	
Kentucky (KY)*	\$7.25	\$7.25	
Louisiana (LA)	\$7.25	\$7.25	No state set minimum wage. Federal minimum applies.
Maine (ME)*	\$7.50	\$7.50	
Maryland (MD)*	\$8.25	\$8.75	Maryland's minimum wage increases to \$9.25 on 7/1/2017 and to \$10.10 on 7/1/2018.
Massachusetts (MA)	\$9.00	\$10.00	Massachusetts' minimum wage increased to \$10.00 on 1/1/16, and increases to \$11.00 on 1/1/17. Massachusetts Blue Laws require some employers to pay premium pay for Sundays and certain holidays.
Michigan (MI)	\$8.15	\$8.50	Michigan's minimum wage increased to \$8.50 on 1/1/16 and increases to \$8.90 on 1/1/17, and to \$9.25 on 1/1/18.
Minnesota (MN)	\$9.00 for large/ \$7.25 for small	\$9.00 for large/ \$7.25 for small (\$9.50/ \$7.75 on 8/1/16)	Minnesota has two separate minimum wages based on employer size. The future increase for large businesses (\$500,000+ in gross annual sales): \$9.50 on 8/1/16. The future increase for small businesses (under \$500,000 in gross annual sales): \$7.75 on 8/1/16. There are different rates for those under 18 years of age.
Mississippi (MS)	\$7.25	\$7.25	No state set minimum wage. Federal minimum applies.
Missouri (MO)	\$7.65	\$7.65	Rate increases tied to consumer price index.
Montana (MT)	\$8.05	\$8.05	Rate increases tied to consumer price index.
Nebraska (NE)	\$8.00	\$9.00	Nebraska's minimum wage increased to \$9.00 on 1/1/16.
Nevada (NV)	\$7.25 or \$8.25	\$7.25 or \$8.25	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 tied to consumer price index.
New Hampshire (NH)	\$7.25	\$7.25	
New Jersey (NJ)	\$8.38	\$8.38	Rate increases tied to consumer price index.
New Mexico (NM)*	\$7.50	\$7.50	
New York (NY)	\$9.00 on 12/31/15	\$9.00	New York's minimum wage increased to \$9.00 on 12/31/15. New York has a minimum for exempt employees' earnings of \$675 per week as of 12/31/15 for the Executive and Administrative exemptions. For most other exemptions, the federal rate applies. In April 2016, New York signed a bill to increase the state's minimum wage to \$15.00 based on employer size and location. The schedule is as follows: New York City employers with 11+ employees: \$11.00 on 12/31/2016 then increase \$2 every year until \$15.00 in 2018. NYC employers with 10 or fewer: \$10.50 on 12/31/2016 then increase \$1.50 every year until \$15.00 in 2019. <i>(continued on next page)</i>

			Employers in Nassau, Suffolk, and Westchester counties: \$10.00 on 12/31/2016 then increase \$1 every year until \$15.00 in 2021. All other employers: \$9.70 on 12/31/2016 then increase \$0.70 every year until \$12.50 in 2020 with planned indexing until minimum wage has reached \$15.00.
North Carolina (NC)	\$7.25	\$7.25	
North Dakota (ND)	\$7.25	\$7.25	
Ohio (OH)	\$8.10 for large/ \$7.25 for small	\$8.10 for large/ \$7.25 for small	Rate increases tied to consumer price index. Employers are considered small, and subject to the lower minimum wage, when they gross under \$288,000.00 in annual sales.
Oklahoma (OK)	\$7.25	\$7.25	State minimum wage will automatically follow federal minimum wage.
Oregon (OR)	\$9.25	\$9.75/ \$9.50 based on location	In March 2016, Oregon signed a bill approving a minimum wage increase based on employer location. The schedule is as follows: Employers inside Portland's Urban Growth Boundary: \$9.75 on 7/1/16, with incremental increases until \$14.75 in 2022. Employers in mid-sized cities: \$9.75 on 7/1/16 with incremental increases until \$13.50 in 2022. Employers in "Frontier Counties*": \$9.50 on 7/1/16 with incremental increases until \$12.50 in 2022. Starting in 2023, the rates will be annually adjusted for inflation. *Frontier counties include Malheur, Lake, Harney, Wheeler, Sherman, Gilliam, Wallowa, Grant, Jefferson, Baker, Union, Crook, Klamath, Douglas, Coos, Curry, Umatilla, and Morrow.
Pennsylvania (PA)	\$7.25	\$7.25	
Rhode Island (RI)	\$9.00	\$9.60	
South Carolina (SC)	\$7.25	\$7.25	No state set minimum wage. Federal minimum applies.
South Dakota (SD)	\$8.50	\$8.55	
Tennessee (TN)	\$7.25	\$7.25	No state 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	
Vermont (VT)	\$9.15	\$9.60	Vermont's minimum wage increased to \$9.60 on 1/1/16 and increases to \$10.00 on 1/1/17 and to \$10.50 on 1/1/18. Rate increases tied to consumer price index.
Virginia (VA)	\$7.25	\$7.25	State minimum wage will automatically follow federal minimum wage.
Washington (WA)*	\$9.47	\$9.47	Rate increases tied to consumer price index.
West Virginia (WV)	\$8.00	\$8.75	West Virginia's minimum wage increased to \$8.75 on 1/1/16.
Wisconsin (WI)	\$7.25	\$7.25	
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

California	2015	2016	General Notes
Berkeley	\$11.00	\$11 (\$12.53 on 10/1/16)	Berkeley's minimum wage increases to \$12.53 on 10/1/2016.
El Cerrito	\$9.00	\$11.60	El Cerrito's minimum wage increased to \$11.60 on 7/1/16 and increases to \$12.25 on 1/1/17; \$13.60 on 1/1/18; \$15.00 on 1/1/19; and adjusts annually starting 1/1/20 and after based on CPI.
Emeryville	\$14.44 (56+ employees) /\$12.25 (55> employees)	\$14.44 (56+ employees) /\$13.00 (55> employees)	Emeryville has two separate minimum wages based on employer size. For businesses with 56 or more employees, minimum wage is adjusted annually on 7/1 based on CPI. For businesses with 55 or fewer employees, minimum wage increased to \$13.00 on 7/1/16 and increases to \$14.00 on 7/1/17; \$15.00 on 7/1/18; and adjusts annually on 7/1 after based on CPI.
Los Angeles City & unincorporated areas of LA County	\$9.00	\$10.50 (26+ employees) /\$10.00 (26> employees)	Los Angeles' minimum wage is dependent on employer size. For businesses with 26 or more employees, minimum wage increased to \$10.50 on 7/1/16 and increases to \$12.00 on 7/1/17 and \$13.25 on 7/1/18. For businesses with 25 or fewer employees, minimum wage increases to \$10.50 on 7/1/17 and to \$12.00 on 7/1/18.
Mountain View	\$10.30	\$10.30	Adjusted annually on 1/1 based on CPI.
Oakland	\$12.25	\$12.25	Adjusted annually on 1/1 based on CPI.
Palo Alto	\$11.00	\$11.00	Adjusted annually on 1/1 based on CPI.
Pasadena	\$9.00	\$10.50	Pasadena's minimum wage increased to \$10.50 on 7/1/16 and increases to \$12.00 on 7/1/17 and \$13.25 on 7/1/18.
Richmond	\$9.60	\$11.52	Richmond's minimum wage increased to \$11.52 on 1/1/16 and increases to \$12.30 on 1/1/17; \$13.00 on 1/1/18; and adjusts annually on 1/1 after based on CPI.
San Diego	\$9.00	\$10.50	San Diego voted in June 2016 to increase the minimum wage to \$10.50. It will increase to \$11.50 on 1/1/17 for all hours worked within city limits.
San Francisco	\$12.25	\$13.00	San Francisco's minimum wage increased to \$13.00 on 1/1/16 and increases to \$14.00 on 1/1/17; \$15.00 on 1/1/18; and adjusts annually on January 1 after based on CPI.
San José	\$10.30	\$10.30	Adjusted annually on 1/1 based on CPI.
Santa Clara	\$11.00	\$11.00	Adjusted annually on 1/1 based on CPI.
Santa Monica	\$9.00	\$10.50 (26+ employees) /\$10.00 (26> employees)	Santa Monica's minimum wage is dependent on employer size. For businesses with 26 or more employees, minimum wage increased to \$10.50 on 7/1/16 and increases to \$12.00 on 7/1/17 and to \$13.25 on 7/1/18. For businesses with 25 or fewer employees, minimum wage increases to \$10.50 on 7/1/17; \$12.00 on 7/1/18. This applies to employees who perform at least 2+ hours/week of work in Santa Monica.
Sunnyvale	\$10.30	\$10.30	Adjusted annually on 1/1 based on CPI.

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Illinois	2015	2016	General Notes
Chicago	\$10.00	\$10.50	Chicago's minimum wage increased to \$10.50 on 7/1/16 and increases to \$11.00 on 7/1/17 and to \$12.00 on 7/1/18.
Iowa	2015	2016	General Notes
Johnson County	\$8.20	\$9.15	Johnson County's minimum wage increased to \$9.15 on 5/1/16 and increases to \$10.10 on 1/1/17; then adjusted annually on 7/1/17 and after based on CPI. Applies after 90 days of employment for new employees and applies to employees who perform at least 2+ hours of continuous work in the county and only to work done within the county.
Kentucky	2015	2016	General Notes
Lexington	\$7.25	\$8.20	Lexington's minimum wage increased to \$8.20 on 7/1/16 and increases to \$9.15 on 7/1/17 and to \$10.10 on 7/1/18.
Louisville	\$7.75	\$8.25	Louisville's minimum wage increased to \$8.25 on 7/1/16 and increases to \$9.00 on 7/1/17.
Maine	2015	2016	General Notes
Bangor	\$7.50	\$7.50	Bangor's minimum wage is currently the same as the state's. Minimum wage increases to \$8.25 on 1/1/17; \$9.00 on 1/1/18; \$9.75 on 1/1/19; and adjusted annually on January 1 after based on CPI.
Portland	\$7.50	\$10.10	Portland's minimum wage increases to \$10.68 on 1/1/17 and will be adjusted annually starting 7/1/18 based on CPI. Portland's minimum wage applies only to employers with places of business within Portland's city limits.
Maryland	2015	2016	General Notes
Montgomery County	\$9.55	\$10.75	Montgomery County's minimum wage increased to \$10.75 on 7/1/16 and increases to \$11.50 on 7/1/17.
Prince George County	\$9.55	\$9.55	Price George County's minimum wage increases to \$10.75 on 10/1/16 and \$11.50 on 10/1/17.
New Mexico	2015	2016	General Notes
Albuquerque	\$8.75	\$8.75	
Bernalillo County	\$8.65	\$8.65	
Las Cruces	\$8.40	\$8.40	Las Cruces' minimum wage increases to \$9.20 on 1/1/2017.
Santa Fe City & Santa Fe County	\$10.84	\$10.84	

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Washington	2015	2016	General Notes
Seattle	\$11	12.50 (501+ employees with benefits)/ \$13.00 (501+ employees no benefits) \$10.50 (500> employees with benefits)/ \$12.00 (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 is currently \$13.00 per hour, with a minimum hourly wage of \$12.50 if employers contribute to the employees' health insurance. Those rates will rise to \$15.00 per hour in compensation and \$13.50 in wages on 1/1/17. Beginning 1/1/18, the minimum hourly wage for all employees, regardless of health insurance benefits, will rise to \$15.00.</p> <p>For employers with 500 or fewer employees, the minimum compensation rate is currently \$12.00 per hour, 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 rise to \$13.00 per hour in compensation and \$11.00 in wages on 1/1/17, then \$14.00 and \$11.50, respectively, on 1/1/18; then \$15.00 and \$12.00, respectively on 1/1/19.</p>
SeaTac hospitality and transportation workers	\$15	\$15	
Tacoma	\$9.47	\$10.35	Tacoma's minimum wage increased to \$10.35 per hour on 2/1/16 and increases to \$11.15 on 1/1/17, and to \$12.00 per hour on 1/1/18. Beginning 1/1/19, increases will be based on the rate of inflation.

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