

## 2016-2017 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 at the end of this guide 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), non-profit status exemptions, child labor laws, training wages, 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. **Unless otherwise noted, all new minimum wage rates go into effect January 1<sup>st</sup>, 2017.**

### STATE RATES (CPI: CONSUMER PRICE INDEX)

Region	2016	2017	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.
Fed. Contractors	\$10.15	\$10.20	
Alabama (AL)	\$7.25	\$7.25	No set minimum wage. Federal minimum applies.
Alaska (AK)	\$9.75	\$9.80	Alaska's minimum wage increases to \$9.80 on 1/1/17 and is adjusted annually based on CPI, always remaining at least \$1 over the federal minimum wage.
Arizona (AZ)*	\$8.05	\$10.00	Arizona's minimum wage increases to \$10.00 on 1/1/17 following the 2016 election. The minimum will increase again to \$10.50 on 1/1/18, \$11.00 on 1/1/19, and \$12.00 on 1/1/20 with annual adjustments tied to CPI in 2021.
Arkansas (AR)	\$8.00	\$8.50	Arkansas' minimum wage increases to \$8.50 on 1/1/17.
California (CA)*	\$10.00	\$10.50 (26+ employees)/ \$10.00 (25+ employees)	In April 2016, California passed a bill to incrementally raise the California minimum wage to \$15 per hour over the next seven years. For employers with 26 or more employees, California minimum wage increases to \$10.50 on 1/1/17. For employers with 25 or fewer employees, California minimum wage will remain \$10.00 through 2017.  For employers with 26+ employees the minimum wage will increase again to \$11.00 on 1/1/18, \$12.00 on 1/1/19, 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. Also, the Minimum Wage Ordinance states that most exempt employees must make at least twice the state minimum wage.
Colorado (CO)	\$8.31	\$9.30	Colorado's minimum wage increases to \$9.30 on 1/1/17 following the 2016 election. The minimum wage will increase \$0.90 annually until reaching \$12.00 in 2020: \$10.20 on 1/1/18, \$11.10 on 1/1/19, and \$12.00 on 1/1/20 with annual adjustments tied to CPI in 2021.

Connecticut (CT)	\$9.60	\$10.10	Connecticut's minimum wage increases to \$10.10 on 1/1/17.
Delaware (DE)	\$8.25	\$8.25	
District of Columbia (D.C.)	\$11.50	\$12.50	In June 2016, Washington D.C. voted to incrementally increase the minimum wage to \$15 by 2020 based on the CPI. The minimum wage increased to \$11.50 on 7/1/16 and increases to \$12.50 on 7/1/17, \$13.25 on 7/1/18, and \$14.00 on 7/1/19.
Florida (FL)	\$8.05	\$8.10	Rate increases tied to CPI.
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)	\$8.50	\$9.25	Hawaii's minimum wage 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	No set minimum wage. Federal minimum applies.
Iowa (IA)*	\$7.25	\$7.25	No set minimum wage. Federal minimum applies.
Kansas (KS)	\$7.25	\$7.25	No set minimum wage. Federal minimum applies.
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)*	\$7.50	\$9.00	Maine's minimum wage increases to \$9.00 on 1/1/17 following the 2016 election. The minimum wage will increase \$1 annually until reaching \$12.00 in 2020: \$10.00 on 1/1/18, \$11.00 on 1/1/19, and \$12.00 on 1/1/20 with annual adjustments tied to CPI starting in 2021.
Maryland (MD)*	\$8.75	\$8.75 (\$9.25 on 7/1/17)	Maryland's minimum wage increased to \$8.75 on 7/1/16 and increases to \$9.25 on 7/1/17 and to \$10.10 on 7/1/18.
Massachusetts (MA)	\$10.00	\$11.00	Massachusetts' minimum wage 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)	\$8.50	\$8.90	Michigan's minimum wage increases to \$8.90 on 1/1/17 and to \$9.25 on 1/1/18.
Minnesota (MN)	\$9.50 (for large employers)/ \$7.75 (for small employers)	\$9.50 (for large employers)/ \$7.75 (for small employers)	Minnesota has two separate minimum wages based employer size. For large businesses (\$500,000+ in gross annual sales), minimum wage increased to \$9.50 on 8/1/16, and for small businesses (under \$500,000 in gross annual sales), \$7.75.  Annual adjustments tied to CPI starting in 2018. Training wages of no less than \$7.75 may be paid to minors 17 and under, or individuals 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)	\$7.65	\$7.70	Rate increases tied to CPI.
Montana (MT)	\$8.05	\$8.15	Rate increases tied to CPI and adjusted no later than September 30 every year.
Nebraska (NE)	\$9.00	\$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 CPI.
New Hampshire (NH)	\$7.25	\$7.25	No set minimum wage. Federal minimum applies.
New Jersey (NJ)	\$8.38	\$8.44	Rate increases tied to CPI.
New Mexico (NM)*	\$7.50	\$7.50	
New York (NY)	\$9.00	\$11/\$10.50/\$10.00/\$9.70 (on 12/31/16, depending on size and location, see notes)	<p>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:</p> <p>New York City employers with 11+ employees: \$11.00 on 12/31/16 then increase \$2 every year until \$15.00 in 2018. NYC employers with 10 or fewer: \$10.50 on 12/31/16 then increase \$1.50 every year until \$15.00 in 2019.</p> <p>Employers in Nassau, Suffolk, and Westchester counties: \$10.00 on 12/31/16 then increase \$1 every year until \$15.00 in 2021.</p> <p>All other employers: \$9.70 on 12/31/16 then increase \$0.70 every year until \$12.50 in 2020 with planned indexing until minimum wage has reached \$15.00.</p> <p>New York has a separate minimum salary level for exempt employees for the Executive and Administrative exemptions. For most other exemptions, the federal rate applies.</p>
North Carolina (NC)	\$7.25	\$7.25	No set minimum wage. Federal minimum applies.
North Dakota (ND)	\$7.25	\$7.25	No set minimum wage. Federal minimum applies.
Ohio (OH)	\$8.10 for large/\$7.25 for small	\$8.15 for larger/\$7.25 for small	Rate increases tied to CPI. Employers are considered small, and subject to the lower minimum wage, when they gross under \$299,000.00 in annual sales.
Oklahoma (OK)	\$7.25	\$7.25	State minimum wage will automatically follow federal minimum wage.
Oregon (OR)	\$9.75/\$9.50 based on location	\$9.75/\$9.50 based on location (\$11.25/\$10.25/	In March 2016, Oregon signed a bill approving a minimum wage increase based on employer location. The schedule is as follows:

		\$10.00 depending on location on 7/1/17)	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	No set minimum wage. Federal minimum applies.
Rhode Island (RI)	\$9.60	\$9.60	
South Carolina (SC)	\$7.25	\$7.25	No set minimum wage. Federal minimum applies.
South Dakota (SD)	\$8.55	\$8.65	Rate increases tied to CPI and is adjusted 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	No set minimum wage. Federal minimum applies.
Vermont (VT)	\$9.60	\$10.00	Vermont's minimum wage increases to \$10.00 on 1/1/17 and to \$10.50 on 1/1/18. Annual adjustments tied to CPI starting in 2019.
Virginia (VA)	\$7.25	\$7.25	State minimum wage will automatically follow federal minimum wage.
Washington (WA)*	\$9.47	\$11.00	Washington's minimum wage increases to \$11.00 on 1/1/17 following the 2016 election. The minimum will increase again to \$11.50 on 1/1/18, \$12.00 on 1/1/19, and \$13.50 on 1/1/20 with annual adjustments tied to CPI starting in 2019.
West Virginia (WV)	\$8.75	\$8.75	West Virginia's minimum wage increased to \$8.75 on 1/1/16.
Wisconsin (WI)	\$7.25	\$7.25	No set minimum wage. Federal minimum applies.
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	2016	2017	General Notes
Flagstaff	\$8.05	\$10.00 (\$12.00 on 7/1/17)	Flagstaff's minimum wage increases with the state's to \$10.00 on 1/1/17. The city of Flagstaff voted to raise the minimum wage to at least \$15.00 by 2021. The minimum wage increases to \$12.00 on 7/1/17, \$12.50 on 1/1/18, \$13.00 on 1/1/19, \$14.00 on 1/1/20, \$15.00 on 1/1/21 with annual adjustments tied to CPI in 2022, always remaining \$2 above the state minimum wage.
California	2016	2017	General Notes
Berkeley	\$12.53	\$12.53 (\$13.75 on 10/1/17)	Berkeley's minimum wage increases to \$12.53 on 10/1/16, \$13.75 on 10/1/17, and \$15.00 on 10/1/18.
El Cerrito	\$11.60	\$12.25	El Cerrito's minimum wage increases to \$12.25 on 1/1/17, \$13.60 on 1/1/18, and \$15.00 on 1/1/19, with annual adjustments tied to CPI starting in 2020.
Emeryville	\$14.82 or \$13.00 depending on size	\$14.82 or \$13.00 depending on size, (\$15.30 or \$14.00 on 7/1/17)	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 Altos	\$10.00	\$12.00	Los Altos' minimum wage increases to \$12.00 on 1/1/17, \$13.50 on 1/1/18, and \$15.00 on 1/1/19 with annual adjustments tied to CPI starting in 2019. The new rate will be announced no later than 10/1 each year.
Los Angeles City & unincorporated areas of LA County	\$10.50 (26+ employees)/\$10.00 (26+ employees)	\$10.50 (26+ employees)/\$10.00 (26+ employees), increasing 7/1/17	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.
Malibu	\$10.50	\$10.50 (\$12.00 for large employers starting 7/1/17)	Starting in 2017, Malibu has two separate wage rates for small and large employers. For employers with 26 or more employees, minimum wage increases to \$12.00 on 7/1/17, \$13.25 on 7/1/18, \$14.25 on 7/1/19, and \$15.00 on 7/1/20.  For employers of 25 or fewer, the minimum wage increases to \$10.50 on 7/1/17, \$12.00 on 7/1/18, \$13.25 on 7/1/19, \$14.25 on 7/1/20 with annual adjustments tied to CPI starting in 2022.
Mountain View	\$11.00	\$13.00	Mountain View's minimum wage increases to \$13.00 on 1/1/17, \$15.00 on 1/1/18, with annual adjustments tied to CPI starting in 2019.

Oakland	\$12.55	\$12.86	Adjusted annually on 1/1 based on CPI.
Palo Alto	\$11.00	\$12.00	Adjusted annually on 1/1 based on CPI.
Pasadena	\$10.50	\$10.50 (\$12.00 on 7/1/17)	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	\$11.52	\$12.30	Richmond's minimum wage increases to \$12.30 on 1/1/17, \$13.00 on 1/1/18, with annual adjustments tied to CPI starting in 2019.
San Diego	\$10.50	\$11.50	San Diego's minimum wage increases to \$11.50 on 1/1/17 for all hours worked within city limits with annual adjustments tied to CPI starting in 2019.
San Francisco	\$13.00	\$14.00	San Francisco's minimum wage increased to \$14.00 on 1/1/17, \$15.00 on 1/1/18, with annual adjustments tied to CPI starting in 2019.
San José	\$10.30	\$10.40	Adjusted annually on 1/1 based on CPI.
San Leandro	\$10.00	\$10.00 (\$12.00 on 7/1/17)	San Leandro's minimum wage increases to \$12.00 on 7/1/17, \$13.00 on 7/1/18, \$14.00 on 7/1/19, and \$15.00 on 7/1/20.
San Mateo	\$10.00	\$12.00	San Mateo's minimum wage increases to \$12.00 on 1/1/17, \$13.50 on 1/1/18, \$15.00 on 1/1/19, with annual adjustments based on CPI.
Santa Clara	\$11.00	\$11.10	Adjusted annually on 1/1 based on CPI.
Santa Monica	\$10.50 (26+ employees)/ \$10.00 (26> employees)	\$10.50 (26+ employees)/ \$10.00 (26> employees) (\$12.00 and \$10.50 on 7/1/17)	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 \$13.25 on 7/1/18.  For businesses with 25 or fewer employees, minimum wage increases to \$10.50 on 7/1/17 and \$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	\$13.00	Sunnyvale's minimum wage increases to \$13.00 on 1/1/17, \$15.00 on 1/1/18, with annual adjustments tied to CPI starting in 2019.
Illinois	2016	2017	General Notes
Chicago	\$10.50	\$10.50 (\$11.00 on 7/1/17)	Chicago's minimum wage increases to \$10.50 on 7/1/16, \$11.00 on 7/1/17, and to \$12.00 on 7/1/18.
Cook County	\$8.25	\$8.25 (\$10.00 on 7/7/17)	Cook County's minimum wage increases to \$10.00 on 7/1/17, \$11.00 on 7/1/18, \$12.00 on 7/1/19, and \$13.00 on 7/1/20 with annual increases tied to CPI starting in 2021.
Iowa	2016	2017	General Notes
Johnson County	\$9.15	\$10.10	Johnson County's minimum wage increases to \$10.10 on 1/1/17 and will be 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.
Linn County	\$7.25	\$8.25	Linn County's minimum wage increases to \$8.25 on 1/1/17, \$9.25 on 1/1/18, and \$10.25 on 1/1/19.
Polk County	\$7.25	\$7.25 (\$8.75 on 4/1/17)	Polk County's minimum wage increases to \$8.75 on 4/1/17, \$9.75 on 1/1/18, and \$10.75 on 1/1/19 with increases after 2020 tied to CPI.
Wapello County	\$7.25	\$8.20	Wapello County's minimum wage increases to \$8.20 on 1/1/17, \$9.15 on 1/1/18, and \$10.10 on 1/1/19.
Maine	2016	2017	General Notes
Bangor	\$7.50	\$8.25	Bangor's minimum wage increases to \$8.25 on 1/1/17, \$9.00 on 1/1/18, \$9.75 on 1/1/19, and adjusts annually on 1/1 after based on CPI.
Portland	\$10.10	\$10.68	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	2016	2017	General Notes
Montgomery County	\$10.75	\$10.75 (\$11.50 on 7/1/17)	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	\$10.75	\$10.75 (\$11.50 on 10/1/17)	Price George County's minimum wage increased to \$10.75 on 10/1/16 and increases to \$11.50 on 10/1/17.
New Mexico	2016	2017	General Notes
Albuquerque	\$8.75 or \$7.75 (depending on benefits)	\$8.80 or \$7.80 (depending on benefits)	Albuquerque's minimum wage increases to \$8.80 on 1/1/17. If \$2,500 or more in healthcare and/or childcare benefits is provided to employees, the minimum wage is \$7.80.
Bernalillo County	\$8.65	\$8.70	Bernalillo County's minimum wage increases to \$8.70 on 1/1/17 and is increased annually based on cost of living adjustments.
Las Cruces	\$8.40	\$9.20	Las Cruces' minimum wage increases to \$9.20 on 1/1/17 and \$10.10 on 1/1/19.
Santa Fe City & Santa Fe County	\$10.91	\$10.91	Santa Fe City's and County's minimum wage increased to \$10.91 on 3/1/16 and is annually adjusted based on CPI.
Washington	2016	2017	General Notes
Seattle	\$12.50 (501+ employees with benefits)/ \$13.00 (501+ employees no benefits), \$10.50 (500> employees with benefits)/ \$12.00	\$13.50 (501+ employees, with benefits)/ \$15.00 (501+ employees, no benefits), \$11.00 (500> employees, with	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.  For employers with 501 or more employees, the minimum compensation rate is currently \$15.00 per hour, with a minimum hourly wage of \$13.50 if employers contribute to

	(500> employees no benefits)	benefits)/ \$13.00 (500> employees, no benefits)	<p>the employees' health insurance. 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 \$13.00 per hour, with a minimum hourly wage of \$11.00 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 \$14.00 per hour in compensation and \$11.50 in wages on 1/1/18, then \$15.00 and \$12.00 respectively, on 1/1/19.</p>
SeaTac hospitality and transportation workers	\$15	\$15.35	By September 30th annually, the Washington Department of Labor and Industries uses the CPI to calculate the rate at which the state minimum wage will increase. Based on this rate, the SeaTac City Manager publishes the new rate for hospitality and transportation workers by October 15th with the new rate going into effect 1/1.
Tacoma	\$10.35	\$11.15	Tacoma's minimum wage increases to \$11.15 per hour on 1/1/17 and \$12.00 per hour on 1/1/18. Beginning 2019, increases will be based on the rate of inflation.

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