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## Many State and Local Minimum Wage Increases Will Go Into Effect on January 1, 2018

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In 2017, a great many states and localities passed laws increasing minimum wages beginning on January 1, 2018. (Some passed laws that will be effective on July 1, 2018 or other dates.)

Below is a summary of the minimum wage updates (and related tipped minimum wage requirements, where applicable) that go into effect on January 1, 2018, unless otherwise indicated.

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| State   | Categories | Current         | Tipped<br>Minimum<br>Wage | New             | Tipped<br>Minimum<br>Wage |
|---------|------------|-----------------|---------------------------|-----------------|---------------------------|
|         |            | Minimum<br>Wage |                           | Minimum<br>Wage |                           |
| Alaska  |            | \$9.80          |                           | \$9.84          |                           |
| Arizona |            | \$10.00         | \$7.00                    | \$10.50         | \$7.50                    |

|   |   |         |         |         |         |
|---|---|---------|---------|---------|---------|
| California                                | 26 or more employees  | \$10.50 |         | \$11.00 |         |
|   | 25 or fewer employees   | \$10.00 |         | \$10.50 |         |
| Colorado                                  |   | \$9.30  | \$6.28  | \$10.20 | \$7.18  |
| Florida                                   |   | \$8.10  | \$5.08  | \$8.25  | \$5.23  |
| Hawaii                                    |   | \$9.25  | \$8.50  | \$10.10 | \$9.35  |
| Maine                                     |   | \$9.00  | \$5.00  | \$10.00 | \$5.00  |
| Michigan                                  |   | \$8.90  | \$3.38  | \$9.25  | \$3.52  |
| Minnesota                                 | Large employer<br>(annual gross revenue of \$500,000 or more)   | \$9.50  |         | \$9.65  |         |
|   | Small employer<br>(annual gross revenue of less than \$500,000) | \$7.75  |         | \$7.87  |         |
| Missouri                                  |   | \$7.70  | \$3.85  | \$7.85  | \$3.925 |
| Montana                                   |   | \$8.15  |         | \$8.30  |         |
| New Jersey                                |   | \$8.44  | \$6.31  | \$8.60  | \$6.47  |
| New York<br>(effective December 31, 2017) |   |         |         |         |         |
|   | NYC - more than 10 employees                                    | \$11.00 | \$7.50* | \$13.00 | \$8.70  |
|   | NYC - 10 or fewer employees                                     | \$10.50 | \$7.50  | \$12.00 | \$8.00  |
|   | Nassau, Suffolk, & Westchester Counties                         | \$10.00 | \$7.50  | \$11.00 | \$7.50  |
|   | Remainder of State  | \$9.70  | \$7.50  | \$10.40 | \$7.50  |
| Ohio                                      |   | \$8.15  | \$4.08  | \$8.30  | \$4.15  |
| Rhode Island                              |   | \$9.60  | \$3.89  | \$10.10 | \$3.89  |
| South Dakota                              |   | \$8.65  | \$4.325 | \$8.85  | \$4.425 |
| Vermont                                   |   | \$10.00 | \$5.00  | \$10.50 | \$5.25  |
| Washington                                |   | \$11.00 |         | \$11.50 |         |

\*Different rules apply based on certain industries, such as for food service, fast food (within New York City), and hospitality industries.

| Location          | Categories | Current      | Tipped Minimum Wage | New          | Tipped Minimum Wage |
|-------------------|------------|--------------|---------------------|--------------|---------------------|
|                   |            | Minimum Wage |                     | Minimum Wage |                     |
| <b>AZ</b>         |            |              |                     |              |                     |
| Flagstaff, AZ     |            | \$10.50      |                     | \$11.00      |                     |
| <b>CA</b>         |            |              |                     |              |                     |
| Cupertino, CA     |            | \$12.00      |                     | \$13.50      |                     |
| El Cerrito, CA    |            | \$12.25      |                     | \$13.60      |                     |
| Los Altos, CA     |            | \$12.00      |                     | \$13.50      |                     |
| Milpitas, CA      |            | \$11.00      |                     | \$12.00      |                     |
| Mountain View, CA |            | \$13.00      |                     | \$15.00      |                     |
| Oakland, CA       |            | \$12.86      |                     | \$13.23      |                     |
| Palo Alto, CA     |            | \$12.00      |                     | \$13.50      |                     |
| Richmond, CA      |            | \$12.30      |                     | \$13.41      |                     |

|                   |  |         |         |         |        |
|-------------------|--|---------|---------|---------|--------|
| Sacramento, CA    | 40 or more employees   | \$10.50 |         | \$11.00 |        |
| San Jose, CA      |  | \$12.00 |         | \$13.50 |        |
| San Mateo, CA     |  |         |         |         |        |
|                   | 501(c)(3) non-profit   | \$10.50 |         | \$12.00 |        |
|                   | Other businesses   | \$12.00 |         | \$13.50 |        |
| Santa Clara, CA   |  | \$11.10 |         | \$13.00 |        |
| Sunnyvale, CA     |  | \$13.00 |         | \$15.00 |        |
| <b>ME</b>         |  |         |         |         |        |
| Bangor, ME        |  | \$8.25  | \$4.125 | \$9.00  | \$4.50 |
| <b>NM</b>         |  |         |         |         |        |
| Albuquerque, NM   |  |         |         |         |        |
|                   | No healthcare provided   | \$8.80  | \$5.30  | \$8.95  | \$5.35 |
|                   | Health care provided   | \$7.80  | \$5.30  | \$7.95  | \$5.35 |
| Bernalillo County |  | \$8.70  | \$2.13  | \$8.85  | \$2.13 |
| <b>WA</b>         |  |         |         |         |        |
| Seattle, WA       |  |         |         |         |        |
|                   | Small employer (500 or fewer employees) - without tips and/or medical benefits | \$13.00 |         | \$14.00 |        |
|                   | Small employer (500 or fewer employees) - with tips and/or medical benefits    | \$11.00 |         | \$11.50 |        |
|                   | Large employer (501 or more employees) - without medical benefits              | \$15.00 |         | \$15.45 |        |
|                   | Large employer (501 or more employees) - with medical benefits                 | \$13.50 |         | \$15.00 |        |
| Tacoma, WA        |  | \$11.15 |         | \$12.00 |        |

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