



Wage and Hour Defense Blog

Insight and Commentary on Wage and Hour Law Developments Affecting Employers

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

By Nancy Gunzenhauser Popper on December 26, 2017

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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.

State	Categories	Current		New	
		Minimum Wage	Tipped Minimum Wage	Minimum Wage	Tipped Minimum 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 (annual gross revenue of \$500,000 or more)	\$9.50		\$9.65	
	Small employer (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 (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		New	
		Minimum Wage	Tipped Minimum Wage	Minimum Wage	Tipped Minimum Wage
Arizona					
Flagstaff, AZ		\$10.50		\$11.00	
California					
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	
Maine					
Bangor, ME		\$8.25	\$4.125	\$9.00	\$4.50
New Mexico					
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
Washington					
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) –	\$15.00		\$15.45	

	without medical benefits				
	Large employer (501 or more employees) – with medical benefits	\$13.50		\$15.00	
Tacoma, WA		\$11.15		\$12.00	

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