



State Minimum Wage Chart

Effective January 1, 2017

(At the end of the State Minimum Wage Chart is a listing of the municipal minimum wage rates.)

State	2017	2016	2015	2014	Scheduled Increases
Federal	\$7.25	\$7.25	\$7.25	\$7.25	
Federal Contractors	\$10.20	\$10.15	\$10.10	NONE	Adjusted annually Jan. 1. ¹
Alabama	NONE*	NONE*	NONE*	NONE	
Alaska	\$9.80	\$9.75	\$8.75	\$7.75	Adjusted annually Jan. 1. ²
Arizona	\$10.00	\$8.05	\$8.05	\$7.90	Increasing to: \$10.50 1/1/18, \$11.00 1/1/19, \$12.00 1/1/20, then adjusted annually on Jan. 1. ³
Arkansas	\$8.50	\$8.00	\$7.50	\$6.25*	
California	\$10.50	\$10.00	\$9.00	\$9.00	Increasing to (if no increases are suspended): ⁴ 26 employees or more: \$11.00 1/1/18; \$12.00 1/1/19; \$13.00 1/1/20; \$14.00 1/1/21; \$15.00 1/1/22, then adjusted annually. 25 employees or less: \$10.50 1/1/18; \$11.00 1/1/19; \$12.00 1/1/20; \$13.00 1/1/21; \$14.00 1/1/22; \$15.00 1/1/23, then adjusted annually.
Colorado	\$9.30	\$8.31	\$8.23	\$8.00	Increasing to: \$10.20 1/1/18, \$11.10 1/1/19, \$12.00 1/1/20 then adjusted annually on Jan. 1. ⁵
Connecticut ⁶	\$10.10	\$9.60	\$9.15	\$8.70	
Delaware ⁷	\$8.25	\$8.25	\$8.25	\$7.75	
D.C.	\$12.50 on 7/1/17	\$11.50	\$10.50	\$9.50	Increasing to: \$13.25 7/1/18, \$14.00 7/1/19, \$15.00 7/1/20 then adjusted annually on July 1. ⁸
Florida	\$8.10	\$8.05	\$8.05	\$7.93	Adjusted annually on Jan. 1. ⁹
Georgia	\$5.15	\$5.15*	\$5.15*	\$5.15*	
Hawaii	\$9.25	\$8.50	\$7.75	\$7.25	Increasing to: \$10.10 1/1/18. ¹⁰
Idaho	\$7.25	\$7.25	\$7.25	\$7.25	
Illinois	\$8.25	\$8.25	\$8.25	\$8.25	
Indiana	\$7.25	\$7.25	\$7.25	\$7.25	
Iowa	\$7.25	\$7.25	\$7.25	\$7.25	
Kansas	\$7.25	\$7.25	\$7.25	\$7.25	
Kentucky	\$7.25	\$7.25	\$7.25	\$7.25	
Louisiana	NONE*	NONE*	NONE*	NONE*	
Maine	\$9.00	\$7.50	\$7.50	\$7.50	Increasing to: \$10.00 1/1/18, \$11.00 on 1/1/19, and \$12.00 on 1/1/20, then adjusted annually. ¹¹
Maryland	\$9.25 on 7/1/17	\$8.75	\$8.25	\$7.25	Increasing to: \$10.10 on 7/1/18. ¹²
Massachusetts ¹³	\$11.00	\$10.00	\$9.00	\$8.00	

Michigan	\$8.90	\$8.50	\$8.15	\$8.15	Increasing to: \$9.25 1/1/18. ¹⁴
Minnesota	\$9.50/\$7.75	\$9.50/\$7.75*	\$9.00/\$7.25*	\$8.00/\$6.50*	Separate rates for large (gross receipts of not less than \$500,000) and small employers (gross receipts of less than \$500,000). ¹⁵
Mississippi	NONE*	NONE*	NONE*	NONE*	
Missouri	\$7.70	\$7.65	\$7.65	\$7.50	Adjusted annually on Jan. 1. ¹⁶
Montana	\$8.15	\$8.05	\$8.05	\$7.90	Adjusted annually on Jan. 1. ¹⁷
Nebraska ¹⁸	\$9.00	\$9.00	\$8.00	\$7.25	
Nevada	\$8.25/\$7.25	\$8.25/\$7.25	\$8.25	\$8.25	Adjusted annually on April 1, any changes effective July 1. ¹⁹ Nevada's minimum wage for workers with health benefits is \$7.25. It is \$8.25 without benefits.
New Hampshire	\$7.25	\$7.25	\$7.25	\$7.25	
New Jersey	\$8.44	\$8.38	\$8.38	\$8.25	Adjusted annually on Jan. 1. ²⁰
New Mexico	\$7.50	\$7.50	\$7.50	\$7.50	
New York	\$9.70 for Greater New York; \$10.00 for Nassau, Suffolk and Westchester counties; \$10.50 for small employers NYC; \$11.00 for big employers NYC	\$9.00	\$8.75	\$8.00	3-tiered minimum wage Greater New York; Nassau, Suffolk, and Westchester counties; and small (10 or fewer) and big NYC employers (11 or more). For Greater New York, increasing to: \$10.40 12/31/17; \$11.10 12/31/17; \$11.80 12/31/19; \$12.50 12/31/20, increasing annually thereafter until reaches \$15.00. For Nassau, Suffolk, and Westchester, increasing to: \$11.00 12/31/17; \$12.00 12/31/18; \$13.00 12/31/19; \$14.00 12/31/20; \$15.00 12/31/21. For small NYC employers, increasing to: \$12.00 12/31/17; \$13.50 12/31/18; \$15.00 12/31/19. For large NYC employers increasing to: \$13.00 12/31/17; \$15.00 12/31/18. Annual increases for entire state of New York after 2021; separate minimum wage rates for fast food workers. ²¹
North Carolina	\$7.25	\$7.25	\$7.25	\$7.25	
North Dakota	\$7.25	\$7.25	\$7.25	\$7.25	
Ohio	\$8.15/\$7.25	\$8.10/\$7.25	\$8.10	\$7.95	Adjusted annually on Jan. 1. Minimum wage is \$8.15 (gross receipts of \$297,000 or more); \$7.25 (gross receipts under \$297,000). ²²
Oklahoma	\$7.25	\$7.25	\$7.25	\$7.25	
Oregon	\$9.75 Portland Metro; \$9.75 Standard (urban counties); \$9.50 Nonurban counties (rural counties)	\$9.75 Portland Metro; \$9.75 Standard (urban counties); \$9.50 Nonurban counties (rural counties)	\$9.25	\$9.10	An employer's location will affect the minimum wage rate. Portland Metro – Within Portland's urban growth boundary (the metro area and urban counties, including Clackamas, Multnomah, Washington counties) increasing to: \$11.25 7/1/17; \$12.00 7/1/18; \$12.50 7/1/19; \$13.25 7/1/20; \$14.00 7/1/21; \$14.75 7/1/22 Standard – Areas not in Portland's urban growth boundary or one of the listed nonurban counties (Benton, Clatsop, Columbia, Deschutes, Hood River, Jackson, Josephine, Lane, Lincoln, Linn, Marion, Polk, Tillamook, Wasco, Yamhill counties) increasing to: \$10.25 7/1/17; \$10.75 7/1/18; \$11.25 7/1/19; \$12.00 7/1/20; \$12.75 7/1/21; \$13.50 7/1/22

					<p>Nonurban counties – The nonurban counties (rural counties) (Malheur, Lake, Harney, Wheeler, Sherman, Gilliam, Wallowa, Grant, Jefferson, Baker, Union, Crook, Klamath, Douglas, Coos, Curry, Umatilla and Morrow counties) increasing to: \$10.00 7/1/17; \$10.50 7/1/18; \$11.00 7/1/19; \$11.50 7/1/20; \$12.00 7/1/21; \$12.50 7/1/22</p> <p>Between 2016 and 2023, the annual cost-of-living increase will be on hold statewide, but will resume in 2023. The non-Portland/nonurban area will set the baseline. The Portland area must remain at least \$1.25 above the standard minimum wage, and nonurban counties can be up to \$1 below the standard minimum wage.²³</p>
Pennsylvania	\$7.25	\$7.25	\$7.25	\$7.25	
Rhode Island	\$9.60	\$9.60	\$9.00	\$8.00	
South Carolina	NONE*	NONE*	NONE*	NONE*	
South Dakota	\$8.65	\$8.55	\$8.50	\$7.25	Adjusted annually on Jan. 1. ²⁴
Tennessee	NONE*	NONE*	NONE*	NONE*	
Texas	\$7.25	\$7.25	\$7.25	\$7.25	
Utah	\$7.25	\$7.25	\$7.25	\$7.25	
Vermont	\$10.00	\$9.60	\$9.15	\$8.73	Increasing to: \$10.50 on 1/1/18. Adjusted annually on Jan. 1 after 1/1/19. ²⁵
Virginia	\$7.25	\$7.25	\$7.25	\$7.25	
Washington	\$11.00	\$9.47	\$9.47	\$9.32	Increasing to: \$11.50 1/1/18; \$12.00 1/1/19, \$13.50 1/1/20. Adjusted annually on Jan. 1 after 1/1/20. ²⁶
West Virginia ²⁷	\$8.75	\$8.75	\$8.00	\$7.25	
Wisconsin	\$7.25	\$7.25	\$7.25	\$7.25	
Wyoming	\$5.15*	\$5.15*	\$5.15*	\$5.15*	

State	Minimum combined wage (as of 1/1/17)	Maximum Tip Credit Allowed or Tipped Employees	Minimum Cash Wage for tipped Employees	Notes
Federal	\$7.25	\$5.12	\$2.13	Tipped employees must regularly earn at least \$30 per month in tips.
Federal Contractors	\$10.20	\$3.40	\$6.80	Minimum tipped wage will increase by 95 cents per year until it reaches 70 percent of the minimum combined wage. ¹
Alabama	NONE	NONE	NONE	No minimum wage; federal law applies.
Alaska	\$9.80	Tip credit prohibited	\$9.80	Minimum combined wage is adjusted annually Jan. 1. ²
Arizona	\$10.00	\$3.00	\$7.00	Combined wage increases to \$10.50 1/1/18, \$11.00 1/1/19, \$12.00 1/1/20, then adjusted annually on Jan. 1. ³
Arkansas	\$8.50	\$5.87	\$2.63	Minimum combined wage increasing to \$8.50 on 1/1/17; maximum tip credit will increase accordingly.
California	\$10.50	Tip credit prohibited	\$10.50	Scheduled wage increases (if no increases are suspended). ⁴ 26 employees or more: \$11.00 1/1/18; \$12.00 1/1/19; \$13.00 1/1/20; \$14.00 1/1/21; \$15.00 1/1/22 25 employees or less: \$10.50 1/1/18; \$11.00 1/1/19; \$12.00 1/1/20; \$13.00 1/1/21; \$14.00 1/1/22; \$15.00 1/1/23.
Colorado	\$9.30	\$3.02	\$6.28	Combined wage increases to \$10.20 1/1/18, \$11.10 1/1/19, \$12.00 1/1/20 then adjusted annually on Jan. 1. Tipped employee must regularly earn at least \$30 per month in tips. ⁵
Connecticut	\$10.10	36.8 percent for hotels and restaurants; 18.5 percent for bartenders	\$6.38 for hotels and restaurants; \$8.23 for bartenders	For hotels and restaurants, full-time tipped employees must earn at least \$10 weekly in tips; part-time employees must earn at least \$2 daily in tips. ⁶
Delaware	\$8.25	\$6.02	\$2.23	Tipped employees must regularly earn at least \$30 per month in tips. ⁷
D.C.	\$11.50, increase to \$12.50 7/1/17	\$8.73, increases to \$9.17 7/1/17	\$2.77, increases to \$3.33 7/1/17	Minimum combined wage increasing to \$12.50 by 7/1/17, \$13.25 7/1/18, \$14.00 7/1/19, \$15.00 7/1/20; maximum tip credit will increase accordingly. ⁸
Florida	\$8.10	\$3.02	\$5.08	Minimum combined wage adjusted annually on Jan. 1; minimum tipped wage must be adjusted accordingly. ⁹
Georgia	\$5.15*	Federal law applies	Federal law applies	
Hawaii	\$9.25	\$.75	\$8.50	Combined minimum wage increasing to \$10.10 on 1/1/18. Minimum tipped wage will increase accordingly. Employees must regularly earn at least \$20 per month in tips and the combined wage must be at least \$7.00 more than the applicable minimum wage. ¹⁰
Idaho	\$7.25	\$3.90	\$3.35	Employees must regularly earn at least \$30 per month in tips.
Illinois	\$8.25	40 percent	\$4.95	Employees must earn at least \$20 per month in tips.
Indiana	\$7.25	\$5.12	\$2.13	Employees must regularly earn at least \$30 per month in tips.
Iowa	\$7.25	40 percent	\$4.35	Employees must regularly earn at least \$30 per month in tips.
Kansas	\$7.25	\$5.12	\$2.13	Employees must earn at least \$20 per month in tips.
Kentucky	\$7.25	Federal law applies	Federal law applies	Employees must regularly earn at least \$30 per month in tips.
Louisiana	NONE*	NONE*	NONE*	No minimum wage; federal law applies.
Maine	\$9.00	50 percent	\$5.00	Employees must regularly earn at least \$30 per month in tips. The tip credit may not exceed 50% of the minimum hourly

				and will increase \$1.00 an hour beginning 1/1/18 and thereafter. ¹¹
Maryland	\$8.75	\$5.12	\$3.63	Combined minimum wage increasing to \$9.25 on 7/1/17 and \$10.10 on 7/1/18; minimum tipped wage will increase accordingly. Employees must regularly receive at least \$30 per month in tips. Note that some counties have different tip credit calculations. ¹²
Massachusetts	\$ 11.00	\$7.25	\$3.75	Employees must receive at least \$20 per month in tips. ¹³
Michigan	\$8.90	\$5.52	\$3.38	Minimum combined wage increasing to \$9.25 on 1/1/18; maximum tip credit will increase accordingly. ¹⁴
Minnesota	\$9.50/\$7.75	Tip credit prohibited	\$9.50/\$7.75	Separate rates for large and small employers. ¹⁵
Mississippi	NONE*	NONE*	NONE*	No minimum wage; federal law applies.
Missouri	\$7.70	50 percent	\$3.83	Combined minimum wage adjusted annually on Jan. 1. ¹⁶
Montana	\$8.15	Tip credit prohibited	\$8.15	Combined minimum wage adjusted annually on Jan. 1. ¹⁷
Nebraska ¹⁸	\$9.00	\$6.87	\$2.13	
Nevada	\$8.25/\$7.25	Tip credit prohibited	\$8.25/\$7.25	Combined minimum wage adjusted annually on April 1. Nevada's minimum wage for workers with health benefits is \$7.25. It is \$8.25 without benefits. ¹⁹
New Hampshire	\$7.25	\$3.98	45 percent	Employees must regularly earn at least \$30 per month in tips.
New Jersey	\$8.44	\$6.31	\$2.13	Adjusted annually on Jan. 1. ²⁰
New Mexico	\$7.50	\$5.37	\$2.13	Employees must regularly earn at least \$30 per month in tips.
New York	\$9.70 for Greater New York; \$10.00 for Nassau, Suffolk and Westchester counties; \$10.50 for small NYC employers; \$11.00 for large NYC employers	\$2.20	\$7.50	See industry wage orders for additional requirements; separate minimum wage and tip credits for fast food workers. ²¹
North Carolina	\$7.25	\$5.12	\$2.13 (tied to federal minimum)	Employees must regularly earn at least \$20 per month in tips.
North Dakota	\$7.25	33 percent	\$4.86	Employees must earn at least \$30 per month in tips.
Ohio	\$8.15/\$7.25	50 percent	\$4.08	Combined minimum wage adjusted annually on Jan. 1. ²²
Oklahoma	\$7.25	50 percent	\$3.63	
Oregon	\$9.75 Portland Metro; \$9.75 Standard (urban counties); \$9.50 Nonurban counties (rural counties)	Tip credit prohibited	\$9.75 Portland Metro; \$9.75 Standard (urban counties); \$9.50 Nonurban counties (rural counties)	An employer's location will affect the minimum wage rate. ²³
Pennsylvania	\$7.25	\$4.42	\$2.83	Employees must regularly earn at least \$30 per month in tips.
Rhode Island	\$9.60	\$5.71	\$3.89	
South Carolina	NONE*	NONE*	NONE*	No minimum wage; federal law applies.

South Dakota	\$8.65	50 percent	\$4.325	Adjusted annually on Jan. 1. Employees must regularly earn at least \$35 per month in tips and cash wage must be at least one-half of minimum wage. ²⁴
Tennessee	NONE*	NONE*	NONE*	No minimum wage; federal law applies.
Texas	\$7.25	\$5.12	\$2.13 (tied to federal minimum)	Employees must regularly receive at least \$20 per month in tips.
Utah	\$7.25	\$5.12	\$2.13	Employees must receive at least \$30 per month in tips.
Vermont	\$10.00	\$5.00	50 percent	Minimum combined wage increasing to \$10.50 on 1/1/18 then adjusted annually beginning 1/1/19; and maximum tip credit will increase accordingly. Employees must regularly receive at least \$120 per month in tips. ²⁵
Virginia	\$7.25	\$5.12	\$2.13	No maximum tip credit; federal law applies.
Washington	\$11.00	Tip credit prohibited	\$11.00	Minimum wage increases to \$11.50 1/1/18; \$12.00 1/1/19, \$13.50 1/1/20. Adjusted annually on Jan. 1 after 1/1/20. ²⁶
West Virginia ²⁷	\$8.75	70 percent	\$2.62	
Wisconsin	\$7.25	\$4.92	\$2.33	
Wyoming	\$5.15*	\$5.12	\$2.13	Employees must regularly earn at least \$30 per month in tips.

Source: U.S. Department of Labor and State statutes, regulations, and websites

Note: CPI-U refers to the U.S. Department of Labor’s Bureau of Labor Statistics’ “Consumer Price Index for All Urban Consumers.” CPI-W refers to the U.S. Department of Labor’s Bureau of Labor Statistics’ “Consumer Price Index for Urban Wage Earners and Clerical Workers.”

*Employers in states without minimum wage laws, or with minimum wage rates lower than the federal minimum wage, which currently is \$7.25 an hour, must observe the federal minimum wage for all employees covered by the Fair Labor Standards Act.

¹Per Executive Order 13568, effective January 1, 2015, raised the minimum wage for federal contractors to \$10.10 an hour, and increased annually thereafter as determined by the Secretary of Labor.

²Per “Ballot Measure No. 3-13MINW An Act to Increase Alaska’s Minimum Wage” passed on Nov. 4, 2014, repealing and reenacting AS 23.10.065: “the minimum wage shall be \$8.75 per hour effective January 1, 2015, \$9.75 per hour effective January 1, 2016 and thereafter adjusted annually for inflation.”

³Per Proposition 206, amending Ariz. Rev. Stat. Ann. §23-363, the minimum wage will be increased to \$10.00 on 1/1/17, \$10.50 on 1/1/18, \$11.00 on 1/1/19, and \$12.00 on 1/1/20, then adjusted annually thereafter every Jan. 1 by the increase in the CPI-U from August of the preceding year to August of the current year, and rounded to the nearest multiple of five cents.

⁴Per S 3, passed April 4, 2016, amending CA Labor Code section 1182.12: "(1) For any employer who employs 26 or more employees, the minimum wage shall be as follows: (A) From January 1, 2017, to December 31, 2017, inclusive, ten dollars and fifty cents (\$10.50) per hour. (B) From January 1, 2018, to December 31, 2018, inclusive, eleven dollars (\$11) per hour. (C) From January 1, 2019, to December 31, 2019, inclusive, twelve dollars (\$12) per hour. (D) From January 1, 2020, to December 31, 2020, inclusive, thirteen dollars (\$13) per hour. (E) From January 1, 2021, to December 31, 2021, inclusive, fourteen dollars (\$14) per hour. (F) From January 1, 2022, and until adjusted by subdivision (c) fifteen dollars (\$15) per hour. (2) For any employer who employs 25 or fewer employees, the minimum wage shall be as follows: (A) From January 1, 2018, to December 31, 2018, inclusive, ten dollars and fifty cents (\$10.50) per hour. (B) From January 1, 2019, to December 31, 2019, inclusive, eleven dollars (\$11) per hour. (C) From January 1, 2020, to December 31, 2020, inclusive, twelve dollars (\$12) per hour. (D) From January 1, 2021, to December 31, 2021, inclusive, thirteen dollars (\$13) per hour. (E) From January 1, 2022, to December 31, 2022, inclusive, fourteen dollars (\$14) per hour. (F) From January 1, 2023, and until adjusted by subdivision (c) fifteen dollars (\$15) per hour.” Section (c)(1) states: “Following the implementation of the minimum wage increase specified in subparagraph (F) of paragraph (2) of subdivision (b), on or before August 1 of that year, and on or before each August 1 thereafter, the Director of Finance shall calculate an adjusted minimum wage. The calculation shall increase the minimum wage by the lesser of 3.5 percent and the rate of change in the averages of the most recent July 1 to June 30, inclusive, period over the preceding July 1 to June 30, inclusive, period for the United States Bureau of Labor Statistics nonseasonally adjusted United States Consumer Price Index for Urban Wage Earners and Clerical Workers (U.S. CPI-W). The result shall be rounded to the nearest ten cents (\$0.10). Each adjusted minimum wage increase calculated under this subdivision shall take effect on the following January 1.”

⁵Per Amendment 70, Article XVIII, Section 15 of the Colorado Constitution “Effective January 1, 2017, Colorado’s minimum wage is increased to \$9.30 per hour and is increased annually by 0.90 each January 1 until it reaches \$12 per hour effective January 2020, and thereafter is adjusted annually for cost of living increases, as measured by the Consumer Price Index used for Colorado. This minimum wage shall be paid to employees who receive the state or federal minimum wage. No more than \$3.02 per hour in tip income may be used to offset the minimum wage of employees who regularly receive tips.”

⁶Per Public Act No. 14-1 (Conn. Gen. Stat. Ann §§31-58): “Section 1 Subsection (i) of section 31-58 of the 2014 supplement to the general statutes is repealed and the following is substituted in lieu thereof (*Effective July 1, 2014*): ...effective January 1, 2014, not less than eight dollars and seventy centers per hour, and effective January 1, 2015, not less than nine dollars and fifteen centers per hour, and effective January 1, 2016, not less than nine dollars and sixty cents per hour, and effective January 1, 2017, not less than \$10.10 per hour or one-half of one per cent rounded to the nearest whole cent more than the highest federal minimum wage, whoever is greater, except as may otherwise be established in accordance with the provisions of this part. ...”

⁷Per Del. Code Ann. Tit. 19, §902(a): “Except as may otherwise be provided under this chapter, every employer shall pay to every employee in any occupation wages of a rate i) not less than \$7.75 per hour effective June 1, 2014 and ii) not less than \$8.25 per hour effective June 1, 2015. Upon the establishment of a federal minimum wage in excess of the State minimum wage, the minimum wage in this State shall be equal in amount to the federal minimum wage, except as may otherwise be provided under this chapter.”

⁸D.C. Code §32-1001, *et seq.*, amended as follows: “(5)(A) Except as provided in subsection (h) of this section, the minimum wage required to be paid to any employee by any employer in the District of Columbia shall be as of (i) July 1, 2016, \$11.50 an hour; (ii) as of July 1, 2017, \$12.50 an hour; (iii) as of July 1, 2018, \$13.20 an hour; (iv) as of July 1, 2019, \$14.00 an hour; and (v) as of July 1, 2020, \$15.00 an hour. (B) If the minimum wage set by the United States government pursuant to the Fair Labor Standards Act (“U.S. minimum wage”) is greater than the minimum hourly wage currently being paid pursuant to subparagraph (A) of this paragraph, the minimum hourly wage paid to an employee by an employer shall be the U.S. minimum wage plus \$1... (6)(A)(f)(i) The minimum hourly wage required to be paid by an employer to an employee who receives gratuities (“tipped minimum wage”), provided that the employee actually receives gratuities in an amount at least equal to the difference between the hourly wage paid and the minimum hourly wage as set by subsection (a) of this section, shall be as of: (A) January 1, 2016: \$2.77; (B) July 1, 2017: \$3.33; (C) July 1, 2018: \$3.89; (D) July 1, 2019: \$ 4.45; and (E) July 1, 2020: \$ 5.00. (2) Beginning on July 1, 2021, and no later than July 1 of each successive year, the tipped minimum wage shall be increased in proportion to the annual average increase, if any, in the Consumer Price Index for All Urban Consumers in the Washington Metropolitan Statistical Area published by the Bureau of Labor Statistics of the United States Department of Labor for the previous calendar year. Any increase under this paragraph shall be adjusted to the nearest multiple of \$.05.”

⁹Per Article X, Section 24 of the Constitution of the State of Florida, every Sept. 30, the state Agency for Workforce Innovation: “shall calculate an adjusted Minimum Wage rate by increasing the current Minimum Wage rate by the rate of inflation during the twelve months prior to each September 1st” using the CPI-W. The adjusted minimum wage will take effect the following Jan. 1.

¹⁰Per Haw. Rev. Stat. 387-2, every employer shall pay to each employee employed by the employer, wages at the rate of not less than \$9.25 per hour beginning January 1, 2017; \$10.10 per hour beginning January 1, 2018.

¹¹Per Maine Minimum Wage Increase Question 4, amending Sec. 1. 26 MRSA §664, sub-§1, “Starting January 1, 2017, the minimum hourly wage is \$9.00 per hour; starting January 1, 2018, the minimum hourly wage is \$10.00 per hour; starting January 1, 2019, the minimum hourly wage is \$11.00 per hour; and starting January 1, 2020, the minimum hourly wage is \$12.00 per hour. On January 1, 2021 and each January 1st thereafter, the minimum hourly wage then in effect must be increased by the increase, if any, in the cost of living. The increase in the cost of living must be measured by the percentage increase, if any, as of August of the previous year over the level as of August of the year preceding that year in the Consumer Price Index for Urban Wage Earners and Clerical Workers, CPI-W, for the Northeast Region, or its successor index, as published by the United States Department of Labor, Bureau of Labor Statistics or its successor agency, with the amount of the minimum wage increase rounded to the nearest multiple of 5¢.” Further, amending Sec. 2. 26 MRSA §664, sub-§2, “An employer may consider tips as part of the wages of a service employee, but such a tip credit may not exceed 50% of the minimum hourly wage established in this section. Starting January 1, 2017, the minimum cash wage paid directly to a tipped service employee may not be less than \$5.00 per hour, and the tip credit may not exceed the difference between the minimum cash wage paid directly to a tipped service employee and the minimum hourly wage established under subsection 1. Starting January 1, 2018, and on each January 1st thereafter, the minimum cash wage paid directly to a tipped service employee must be increased by an additional \$1.00 per hour until it reaches the same amount as the annually adjusted minimum hourly wage established under subsection 1, except that if the minimum cash wage paid directly to a tipped service employee is less than \$1.00 less than the annually adjusted minimum hourly wage, it must be increased by that lesser amount.”

¹²Per Md. Code Ann., Lab. & Empl., §3-403: “(C) The State minimum wage rate is: (1) for the 6-month period beginning January 1, 2015, \$8.00 per hour; (2) for the 12-month period beginning July 1, 2015, \$8.25 per hour; (3) for the 12-month period beginning July 1, 2016, \$8.75 per hour; (4) for the 12-month period beginning July 1, 2017, \$9.25 per hour; and (5) beginning July 1, 2018, \$10.10 per hour.”

¹³Per Massachusetts Bill S.2195: “An act restoring the minimum wage and providing unemployment insurance reforms,” passed June 12, 2014, amending M.G.L. c. 151, Sections 1 and 7. Effective January 1, 2017, “A wage of less than \$11.00 per hour, in any occupation, as defined in this chapter, shall conclusively be presumed to be oppressive and unreasonable, wherever the term “minimum wage” is used in this chapter, unless the commissioner has expressly approved or shall expressly approve the establishment and payment of a lesser wage under the provisions of sections seven and nine. Notwithstanding the provisions of this section, in no case shall the minimum wage rate be less than \$.50 higher than the effective federal minimum rate.” Further, “In determining the wage an employer is required to pay a tipped employee, the amount paid to such employee by the employer shall be an amount equal to: (1) the cash wage paid such employee which for purposes of such determination shall be not less than \$3.75; and (2) an additional amount on account of the tips received by such employee which amount is equal to the difference between the wage specified in clause (1) and the wage in effect under section 1.”

¹⁴Per Michigan SB934: Act No. 138, “The Workforce Opportunity Wage Act,” passed and signed May 28, 2014. Subject to specified exceptions: “the minimum hour wage rate is: (a) Before September 1, 2014, \$7.40. (b) Beginning September 1, 2014, \$8.15. (c) Beginning January 1, 2016, \$8.50. (d) Beginning January 1, 2017, \$8.90. (e) Beginning January 1, 2018, \$9.25. (2) Every January beginning in January 2019, the state treasurer shall adjust the minimum wage by an amount determined by the state treasurer at the end of the preceding calendar year to reflect the average annual percentage change in the consumer price index for the most recent 5-year period for which data are available.” Tipped employees must be paid 38% of minimum wage.

¹⁵Minn. Stat. Ann. §177.24, as amended: “Except as otherwise provided... (1) every large employer must pay each employee wages of at least (i) \$8.00 per hour beginning August 1, 2014; (ii) \$9.00 per hour beginning August 1, 2015; (iii) \$9.50 per hour beginning August 1, 2016; and (iv) the rate established under paragraph (f) beginning January 1, 2018; and (2) every small employer shall pay each employee at a rate of at least; (i) \$6.50 per hour beginning August 1, 2014; (ii) \$7.25 per hour beginning August 1, 2015; (iii) \$7.75 per hour beginning August 1, 2016; and (iv) the rate established under paragraph (f) beginning January 1, 2018.” Paragraph (f) states: “No later than August 31 of each year, beginning in 2017, the commissioner shall determine the percentage increase in the rate of inflation ... The minimum wage rates ... are increased by the lesser of: (1) 2.5 percent, rounded to the nearest cent; or (2) the percentage calculated by the commissioner, rounded to the nearest cent.”

¹⁶Per Mo. Rev. Stat. §290.502, every Sept. 30, the director of the Missouri Department of Labor and Industrial Relations will measure the increase or decrease in the cost of living by the percentage increase or decrease as of the preceding July of the immediately preceding year of the CPI-W. Every Jan. 1, the minimum wage will be adjusted by the increase or decrease in the cost of living, with the amount rounded to the nearest five cents.

¹⁷Per Mont. Code Ann. §39-3-409: “No later than Sept. 30 of each year, an adjustment of the [minimum wage] shall be made based upon the increase, if any, from August of the preceding year to August of the year in which the calculation is made in the [CPI-U].” The wage amount must be rounded to the nearest five cents, and becomes effective on Jan. 1 of the following year.

¹⁸Per Nebraska Initiative Measure 425, passed Nov. 4, 2014, to amend Neb. Rev. Stat. §48-1203: “every employer shall pay to each of his or her employees a minimum wage of: (a) Seven dollars and twenty five cents per hour through December 31, 2014; (b) Eight dollars per hour on and after January 1, 2015, through December 31, 2015; and (c) Nine dollars per hour on and after January 1, 2016.”

¹⁹Per Article XV, Section 16 of the Constitution of the State of Nevada, the minimum wage: “shall be adjusted by the amount of increases in the federal minimum wage over \$5.15 per hour, or, if greater, by the cumulative increase in the cost of living. The cost of living increase shall be measured by the percentage increase as of Dec. 31 in any year over the level as of Dec. 31, 2004 of the [CPI-U]. No CPI adjustment for any one-year period may be greater than 3%. The Governor or the State agency designated by the Governor shall publish a bulletin by April 1 of each year announcing the adjusted rates, which shall take effect the following July 1.”

²⁰Per N.J. Const. art. I, §23 passed in 2013 amending the state constitution to read: “Every employer shall ... pay each employee subject to the ‘New Jersey State Wage and Hour Law,’ P.L.1966, c.113 (C.34:11-56a et seq.), or a successor State statute, a wage rate of not less than the rate required by that act, or \$8.25 per hour, whichever is more. On the September 30 next following the date of the approval of this amendment, and on September 30 of each subsequent year, the State minimum wage rate shall be increased, effective the following January 1, by any increase during the one year prior to that September 30 in the consumer price index for all urban wage earners and clerical workers (CPI-W) as calculated by the federal government.”

²¹Per New York 2016-2017 budget, signed into law by Governor Cuomo on 4/4/16, creating a 3-tier minimum wage in New York for Greater New York; Nassau, Suffolk, and Westchester Counties; and New York City (NYC) to raise the minimum wage to \$12.50 in Greater New York by 2020 and to \$15.00 in NYC and Nassau, Suffolk, and Westchester by 2018 and 2020, respectively. NYC is further divided into big (11 or more employees) and small (10 or fewer employees) employers. Effective 12/31/16, the minimum wage rate will be \$9.70 in Greater New York; \$10.00 in Nassau, Suffolk, and Westchester Counties; and \$10.50 for small NYC employers and \$11.00 for large NYC employers. Effective 12/31/17, the minimum wage will be \$10.40 in Greater New York; \$11.00 in Nassau, Suffolk, and Westchester Counties; and \$12.00 for small NYC employers and \$13.00 for large NYC employers. Effective 12/31/18, the minimum wage will be \$11.10 in Greater New York; \$12.00 in Nassau, Suffolk, and Westchester Counties; and \$13.50 for small NYC employers and \$15.00 for large NYC employers. Effective 12/31/19, the minimum wage will be \$11.80 in Greater New York; \$13.00 in Nassau, Suffolk, and Westchester Counties; and \$15.00 for small and large NYC employers. Effective 12/31/20, the minimum wage will be \$12.50 in Greater New York; \$14.00 in Nassau, Suffolk, and Westchester Counties; and \$15.00 for small and large NYC employers. Effective 12/31/21, the minimum wage will be \$12.50 in Greater New York; \$15.00 in Nassau, Suffolk, and Westchester Counties; and \$15.00 for small and large NYC employers. In addition, the minimum wage will continue to increase to \$15 on an indexed schedule to be set by the Director of the Division of Budget in consultation with the Department of Labor in Greater New York; and also starting in 2021, annual increases for New York will be published by the Commissioner of Labor on or before Oct. 1 each year based on economic indices including the Consumer Price Index. Separate minimum wage rates apply to fast food workers working at fast food chains with 30 or more restaurants nationally which increase the minimum wage to \$15.00 for workers in NYC by 12/31/18 and for workers in the rest of New York by 12/31/21, see New York Hospitality Industry Wage Order, NYCRR 146-1.2.

²²Per Article II, Section 34a of the Ohio Constitution: “On the thirtieth day of each September ... this state minimum wage rate shall be increased effective the first day of the following January by the rate of inflation for the twelve month period prior to that September according to the [CPI-W] rounded to the nearest five cents.”

²³Per Senate Bill 1532 (2016) enacting a series of annual minimum wage rate increases through 2023, after which the minimum wage rate will be indexed to inflation. Separate rates apply to employers located in the urban growth boundary of a metropolitan service district (currently, only the Portland metropolitan area); certain “nonurban” counties named in the bill; and the balance of the state (see charts, above).

²⁴Per S.D. Codified Laws §60-11-3 to read: “Every employer shall pay to each employee wages at a rate of not less than eight dollars and fifty cents an hour.” Further, S.D. Codified Laws §60-11-3.2, “Beginning January 1, 2016, and again on January 1 of each year thereafter, the minimum wage provided by § 60-11-3 shall be adjusted by the increase, if any, in the cost of living. The increase in the cost of living shall be measured by the percentage increase as of August of the immediately preceding year over the level as measured as of August of the previous year of the Consumer Price Index (all urban consumers, U.S. city average for all items) or its successor index as published by the U.S. Department of Labor or its successor agency, with the amount of the minimum wage increase, if any, rounded up to the nearest five cents.”

²⁵Per Vt. Stat. Ann. tit. 21, §384, “An employer shall not employ any employee at a rate of less than \$9.15. Beginning January 1, 2016, an employer shall not employ any employee at a rate of less than \$9.60. Beginning January 1, 2017, an employer shall not employ any employee at a rate of less than \$10.00. Beginning January 1, 2018, an employer shall not employ any employee at a rate of less than \$10.50, and beginning January 1, 2019 and

on each subsequent January 1, the minimum wage rate shall be increased by five percent or the percentage increase of the Consumer Price Index, CPI-U, U.S. city average, not seasonally adjusted, or successor index, as calculated by the U.S. Department of Labor or successor agency for the 12 months preceding the previous September 1, whichever is smaller, but in no event shall the minimum wage be decreased. The minimum wage shall be rounded off to the nearest \$0.01."

²⁶Per Initiative 1443 amending Wash. Rev. Code Ann. §49.46.020, "Beginning January 1, 2017, and until January 1, 2018, every employer shall pay to each of his or her employees who has reached the age of eighteen years wages at a rate of not less than eleven dollars per hour. (b) Beginning January 1, 2018, and until January 1, 2019, every employer shall pay to each of his or her employees who has reached the age of eighteen years wages at a rate of not less than eleven dollars and fifty cents per hour. (c) Beginning January 1, 2019, and until January 1, 2020, every employer shall pay to each of his or her employees who has reached the age of eighteen years wages at a rate of not less than twelve dollars per hour." After January 1, 2020, on each Sept. 30, the Washington Department of Labor and Industries will calculate an adjusted minimum wage to the nearest cent using the CPI-W for the 12 months prior to each Sept. 1. The adjusted minimum wage takes effect the following Jan. 1.

²⁷Per W. Va. Code Ann. §21-5C-2(a): Minimum wages. ... (4) After January 1, 2015, every employer shall pay to each of his or her employees' wages at a rate not less than \$8.00 per hour. (5) After January 1, 2016, every employer shall pay to each of his or her employees' wages at a rate not less than \$8.75 per hour. (6) When the federal minimum hourly wage as prescribed by 29 U.S.C. §206(a)(1) is equal to or greater than the wage rate prescribed in the applicable provision of this subsection, every employer shall pay to each of his or her employees' wages at a rate of not less than the federal minimum hourly wage as prescribed by 29 U.S.C. §206(a)(1). The minimum wage rates required under this subparagraph shall be thereafter adjusted in accordance with adjustments made in the federal minimum hourly rate."



Local/City Minimum Wage Chart

Effective January 1, 2017

State	Municipalities	Current Minimum Wage	Future Changes to Minimum Wage
California	Berkeley	\$12.53	\$13.75 10/1/17; \$15.00 10/1/18
	Cupertino	\$12.00	\$13.50 1/1/18; \$15.00 1/1/19
	El Cerrito	\$12.25	\$13.60 1/1/18; \$15.00 1/1/19
	Emeryville	\$14.82 large businesses (56 or more employees working in Emeryville); \$13.00 small businesses (55 or fewer employees working in Emeryville)	Large business annual indexing begins 7/1/16; Small businesses \$14.00 7/1/17; \$15.00 7/1/18; small businesses will match large businesses 7/1/19
	Los Altos	\$12.00	\$13.50 1/1/18; \$15.00 1/1/19
	Los Angeles	\$10.50 for businesses with more than 25 employees \$15.37 (hotel workers)	For businesses with more than 25 employees: \$12 7/1/17; \$13.25 7/1/18; \$14.25 7/1/19; \$15 7/1/20 For businesses with 25 or fewer employees: \$10.50 7/1/17; \$12 7/1/18; \$13.25 7/1/19; \$14.25 7/1/20; \$15 7/1/21 For hotel workers: annual indexing begins 7/1/18 and each year thereafter
	Los Angeles County	\$10.50 for businesses with more than 25 employees	For businesses with more than 25 employees: \$12 7/1/17; \$13.25 7/1/18; \$14.25 7/1/19; \$15.00 7/1/20 For businesses with 25 or fewer employees: \$10.50 7/1/17; \$12 7/1/18; \$13.25 7/1/19; \$14.25 7/1/20; \$15 7/1/21
	Long Beach	\$10.50 for businesses with more than 25 employees \$14.07 (for hotel workers)	For businesses with more than 25 employees: \$12.00 1/1/18; \$13.00 1/1/19 For businesses with 25 or fewer employees: \$10.50 1/1/18; \$12.00 1/1/19; \$13.00 1/1/20 For hotel workers: annual indexing increases 7/1 each year
	Malibu	\$10.50 for businesses with 26 or more employees	For businesses with 26 or more employees: \$12.00 7/1/17; \$13.25 7/1/18; \$14.25 7/1/19; \$15.00 7/1/20 For businesses with 25 or fewer employees: \$10.50 7/1/17; \$12.00 7/1/18; \$13.25 7/1/19; \$14.25 7/1/20; \$15.00 7/1/20
	Mountain View	\$13.00	\$15.00 1/1/18; annual indexing begins 1/1/19 and each year thereafter
	Oakland	\$12.86	Annual indexing
	Palo Alto	\$12.00	Annual indexing
	Pasadena	\$10.50 for businesses with 26 or more employees	For businesses with 26 or more employees: \$12.00 7/1/17; \$13.25 7/1/18; proposed increase if approved by city council to \$14.25 7/1/19; \$15.00 7/1/20 For businesses with 25 or fewer employees: \$10.50 7/1/17; \$12.00 7/1/18
	Richmond	\$12.30	\$13.00 1/1/18; annual indexing begins 1/1/19 and each year thereafter
Sacramento	\$10.50	\$11.00 1/1/18; \$11.75 1/1/19; \$12.50 1/1/20; annual indexing begins 1/1/22 and each year	

			<i>thereafter</i> (small businesses with 100 or fewer employees increase same amount one year later than large employees)
	San Diego	\$11.50	Annual indexing begins 1/1/19 and each year thereafter
	San Francisco	\$13.00	\$14.00 7/1/17; \$15.00 7/1/18; <i>annual indexing begins 1/1/19 and each year thereafter</i>
	San Jose	\$10.40	Annual indexing
	San Leandro	\$10.00	\$12.00 7/1/17; \$13.00 7/1/18; \$14.00 7/1/19; \$15.00 7/1/20
	San Mateo	\$12.00 \$10.50 for 501(c)(3) nonprofits	\$13.50 1/1/18; \$15.00 1/1/19; \$15.00 plus CPI 1/1/20; <i>annual indexing begins 1/1/21 and each year thereafter</i> For 501(c)(3) nonprofits: \$12.00 1/1/18; \$13.50 1/1/19; \$15.00 plus CPI 1/1/20; <i>annual indexing begins 1/1/21 and each year thereafter</i>
	Santa Clara	\$11.10	Annual indexing
	Santa Monica	\$10.50 for businesses with 26 or more employees \$10.00 for businesses with 25 or fewer employees \$13.25 for hotel workers	For businesses with 26 or more employees: \$12.00 7/1/17; \$13.25 7/1/18; \$14.25 7/1/19; \$15.00 7/1/20 For businesses with 25 or fewer employees: \$10.50 7/1/17; \$12 7/1/18; \$13.25 7/1/19; \$14.25 7/1/20; \$15 7/1/21 Hotel workers: \$15.37 7/1/17
	Sunnyvale	\$13.00	\$15.00 1/1/18; <i>annual indexing begins 1/1/19 and each year thereafter</i>
Delaware	New Castle County	\$10.10	
Illinois	Chicago	\$10.50	\$11.00 7/1/17; \$12.00 7/1/18; \$13.00 7/1/19; <i>annual indexing begins 7/1/20 and each year thereafter</i>
	Cook County	\$8.25	\$10.00 7/1/17; \$11.00 7/1/18; \$12.00 7/1/19; \$13.00 7/1/20
	Johnson County	\$10.10	<i>Annual indexing begins 7/1/18 and each year thereafter</i>
	Linn County	\$8.25	\$9.25 1/1/18; \$10.25 1/1/19
	Polk County	\$7.25	\$8.75 4/1/17; \$9.75 1/1/18; \$10.75 1/1/19
	Wapello County	\$8.20	\$9.15 1/1/18; \$10.10 1/1/19
Maine	Portland	\$10.68	<i>Annual indexing begins 7/1/18 and each year thereafter</i>
Maryland	Montgomery County	\$10.75	\$11.50 7/1/17
	Prince George's County	\$10.75	\$11.50 10/1/17
Michigan	Ypsilanti	\$10.10	
New Mexico	Albuquerque	\$7.80 with benefits; \$8.85 without benefits	Annual indexing
	Bernalillo County	\$7.70 with benefits; \$8.70 without benefits	Annual indexing
	Las Cruces	\$9.20	\$10.10 1/1/19
	Santa Fe	\$10.91	Annual indexing, updates in March
	Santa Fe County	\$10.91	Annual indexing, updates in March

New York	New York City (fast food employees in fast food establishments)	\$12.00	\$13.50 12/31/17; \$15 12/31/18
	New York City, Nassau, Suffolk and Westchester Counties, and Greater New York	<p>\$11.00 for large employers</p> <p>\$10.50 for small employers</p> <p>\$10.00 for Nassau, Suffolk, and Westchester Counties</p> <p>\$9.70 for Greater New York</p> <p>\$10.75 for fast food employees outside of New York City</p>	<p>For workers in New York City employed by large businesses (those with at least 11 employees): \$13.00 12/31/17; \$15.00 12/31/18, annual indexing after 2021.</p> <p>For workers in New York City employed by small businesses (those with 10 employees or fewer): \$12.00 12/31/17; \$13.50 12/31/18; \$15 12/31/19, annual indexing after 2021</p> <p>For workers in Nassau, Suffolk and Westchester Counties: \$11.00 12/31/17; \$12.00/12/31/18; \$13.00 12/31/19; \$14.00 12/31/20; \$15.00 12/31/21 annual indexing after 2021</p> <p>For workers in the rest of the state, known as Greater New York, \$10.40 12/31/17; \$11.10 12/31/18; \$11.80 12/31/19; \$12.50 12/31/20, annual indexing thereafter to continue to increase to \$15.00</p> <p>For fast food employees outside of New York City, \$11.75 12/31/17; \$12.75 12/31/18; \$13.75 12/31/19; \$14.50 12/31/20; \$15.00 7/1/21</p>
Oregon	Portland, Urban Counties, and Nonurban Counties	<p><u>Portland Metro</u> \$9.75</p> <p><u>Standard (urban counties)</u> \$9.75</p> <p><u>Nonurban counties (rural counties)</u> \$9.50</p>	<p>An employer's location will affect the minimum wage rate.</p> <p><u>Portland Metro – Within Portland's urban growth boundary (the metro area and urban counties, including Clackamas, Multnomah, Washington counties):</u> \$11.25 7/1/17; \$12.00 7/1/18; \$12.50 7/1/19; \$13.25 7/1/20; \$14.00 7/1/21; \$14.75 7/1/22</p> <p><u>Standard - Areas not in Portland's urban growth boundary or one of the listed nonurban counties (urban counties)</u> (Benton, Clatsop, Columbia, Deschutes, Hood River, Jackson, Josephine, Lane, Lincoln, Linn, Marion, Polk, Tillamook, Wasco, Yamhill counties): \$10.25 7/1/17; \$10.75 7/1/18; \$11.25 7/1/19; \$12.00 7/1/20; \$12.75 7/1/21; \$13.50 7/1/22</p> <p><u>Nonurban counties (rural counties)</u> (Malheur, Lake, Harney, Wheeler, Sherman, Gilliam, Wallowa, Grant, Jefferson, Baker, Union, Crook, Klamath, Douglas, Coos, Curry, Umatilla and Morrow counties): \$10.00 7/1/17; \$10.50 7/1/18; \$11.00 7/1/19; \$11.50 7/1/20; \$12.00 7/1/21; \$12.50 7/1/22</p> <p>Between 2016 and 2023, the annual cost-of-living increase will be on hold statewide, but will resume in 2023. The non-Portland/non-nonurban area will set the baseline. The Portland area must remain at least \$1.25 above the baseline, and nonurban counties can be up to \$1 below the baseline.</p>

Washington	Seattle	<p><u>Schedule 1 employers (more than 500 employees in the U.S.)</u> \$15.00</p>	<p><u>Schedule 1 employers (more than 500 employees in the U.S.):</u> Beginning 1/1/18 increased annually to reflect inflation.</p>
		<p><u>Schedule 1 employers (more than 500 employees in the U.S.) with medical benefits</u> \$13.50</p>	<p><u>Schedule 1 employers (more than 500 employees in the U.S.) with medical benefits:</u> \$15.00 1/1/18, beginning 1/1/19 increased annually to reflect inflation and medical benefits no longer affect minimum wage rate.</p>
		<p><u>Schedule 2 employers (500 or fewer employees in the U.S.)</u> \$13.00</p>	<p><u>Schedule 2 employers (500 or fewer employees in the U.S.)</u> \$14.00 1/1/18; \$15.00 1/1/19; \$15.75 1/1/20. Effective January 1, 2021, the hourly minimum wage paid by a Schedule 2 employer shall equal the hourly minimum wage applicable to Schedule 1 employers.</p>
		<p><u>Schedule 2 employers (500 or fewer employees in the U.S.) with medical benefits or tips</u> \$11.00</p>	<p><u>Schedule 2 employers (500 or fewer employees in the U.S.) with medical benefits or tips</u> \$11.50 1/1/18; \$12.00 1/1/19; \$13.50 1/1/20; \$15.00 1/1/21; \$15.75 1/1/22; \$16.50 1/1/23; \$17.25 1/1/24. Effective January 1, 2025, the hourly minimum wage paid by a Schedule 2 employer shall equal the hourly minimum wage applicable to Schedule 1 employers.</p>
	SeaTac	\$15.35	Annual indexing
	Tacoma	\$11.15	\$12.00 1/1/18, annual indexing begins 1/1/19 and each year thereafter