



## State Minimum Wages | 2017 Minimum Wage by State

1/5/2017

The table below reflects current state minimum wages in effect as of Jan. 1, 2017, as well as future enacted

### Summary

#### 2017 Highlights

- Nineteen states began the new year with higher minimum wages. Seven states (Alaska, Florida, Michigan, Montana, New Jersey, Ohio and South Dakota) automatically increased their rates based on the cost of living. States (Arizona, Arkansas, Colorado, Maine and Washington) increased their rates through ballot measures previously approved by voters, and seven states (California, Connecticut, Hawaii, Massachusetts, New York and Vermont) did so as a result of legislation passed in prior sessions. Washington D.C., Maryland and Oregon are scheduled to raise their respective minimum wages on July 1, 2017 due to previously enacted legislation.

#### 2016 Highlights

- Voters in Arizona, Colorado, Maine, and Washington approved November ballot measures to raise their minimum wages. Arizona, Colorado, and Maine will incrementally increase their minimum wages to \$15 per hour by 2020. Washington's will be increased incrementally to \$13.50 an hour by 2020.
- New York became the second state to pass a new law that would raise the minimum wage in New York to \$15 per hour by the end of 2018. Washington D.C. followed suit, enacting a law to raise the minimum wage in the District to \$15 per hour by July 1, 2020.
- On April 4, California Governor Jerry Brown signed Senate Bill 3 into law. The new law increases the minimum wage to \$15 per hour by Jan. 1, 2022, for employers with 26 or more employees. For employers with 25 or fewer employees the minimum wage will reach \$15 per hour by Jan. 1, 2023. Increases may be paused or reduced if certain economic or budgetary conditions exist. Beginning the first Jan. 1 after the minimum wage is reached for smaller employers, the minimum wage is indexed annually for inflation.
- On March 23, Governor Kenneth Mapp of the Virgin Islands signed Act 7856, establishing an \$8.35 minimum wage with scheduled annual increases on June 1, 2017 and 2018 until the rate reaches \$10.50.
- On March 2, Oregon Governor Kate Brown signed SB 1532 into law. It establishes a series of annual minimum wage increases from July 1, 2016 through July 1, 2022. Beginning July 1, 2023, the minimum wage will be indexed to inflation based on the Consumer Price Index.
- Fourteen states begin the new year with higher minimum wages. Of those, 12 states increased their minimum wages through legislation passed in the 2014 or 2015 sessions, while two states automatically increased their rates based on the cost of living.
- Of the 11 states that currently tie increases to the cost of living, eight did not increase their minimum wages in 2016. Colorado provided for an 8-cent increase and South Dakota granted a 5-cent increase per hour. Nevada and Washington are required to take effect in July.
- Maryland, Minnesota and D.C. have additional increases scheduled for 2016. Nevada will announce whether or not there will be a cost of living increase to their indexed minimum wage.

#### 2015 Highlights

- The Rhode Island legislature enacted an increase, taking the state minimum wage to \$9.60 effective ([HB 5074 / S194](#))
- The increases D.C. and Maryland passed during the 2014 session take effect July 1, 2015. D.C.'s new \$10.50 an hour makes it the first jurisdiction to cross the \$10 threshold among the states. Maryland's wage rose to \$8.25 on July 1.
- Delaware also passed an increase in 2014, which took effect June 1, 2015, increasing the state's minimum wage to \$8.25 an hour.

### 2014 highlights

- Lawmakers in [Connecticut](#), [Delaware](#), [Hawaii](#), [Maryland](#), [Massachusetts](#), [Michigan](#), [Minnesota](#), [Rhode Island](#), [Vermont](#), [West Virginia](#) and [D.C.](#) enacted increases during the 2014 session.
- Voters in Alaska, Arkansas, Nebraska and South Dakota approved minimum wage increases through [measures](#).

Currently, 29 states and D.C. have minimum wages above the [federal minimum wage](#) of \$7.25 per hour.

Five states have not adopted a state minimum wage: Alabama, Louisiana, Mississippi, South Carolina and New Hampshire repealed their state minimum wage in 2011 but adopted the federal minimum wage by reference.

## State Legislation

- [Minimum wage legislation database](#) (2014/2015/2016)
- [LegisBrief](#) (February 2014)

### STATE MINIMUM WAGE LEGISLATION

State	Minimum Wage	Future Enacted Increases	Indexed Annual Adjustments
Alabama	none		
Alaska	\$9.80		Indexed annual increase beginning Jan. 1, 2017. (2014 balance)
American Samoa	varies <sup>1</sup>		
Arizona	\$10.00	\$10.50 eff. 1-1-18 \$11.00 eff. 1-1-19 \$12.00 eff. 1-1-20	Rate increased annually of living beginning Jan. 1, 2014. (2014 ballot measure)
Arkansas	\$8.50		

State	Minimum Wage	Future Enacted Increases	Indexed Auton Annual Adjustn
California <sup>2</sup>	\$10.50	\$11.00 eff. 1-1-18 \$12.00 eff. 1-1-19 \$13.00 eff. 1-1-20  \$14.00 eff. 1-1-21 \$15.00 eff. 1-1-22	Indexed annual increas CPI begin Jan. 1
Colorado	\$9.30	\$10.20 eff. 1-1-18 \$11.10 eff. 1-1-19 \$12.00 eff. 1-1-20	Rate increased annually of living beginning Jan. ballot measur
Connecticut	\$10.10 <sup>3</sup>		
Delaware	\$8.25		
D.C.	\$12.50	\$13.25 eff. 7-1-18 \$14.00 eff. 7-1-19 \$15.00 eff. 7-1-20	Indexed annual increas CPI begin July 1
Florida	\$8.10		Annual increase based (Constitutional amend
Georgia	\$5.15		
Guam	\$8.25		
Hawaii	\$9.25	\$10.10 eff. 1-1-18	
Idaho	\$7.25		
Illinois	\$8.25		
Indiana	\$7.25		

State	Minimum Wage	Future Enacted Increases	Indexed Auton Annual Adjustn
Iowa	\$7.25		
Kansas	\$7.25		
Kentucky	\$7.25		
Louisiana	none		
Maine	\$9.00 <sup>4</sup>	\$10.00 eff. 1-1-18 \$11.00 eff. 1-1-19 \$12.00 eff. 1-1-20	Indexed annual increas CPI begin Jan 1,
Maryland	\$9.25	\$10.10 eff. 7-1-18	
Massachusetts	\$11.00 <sup>5</sup>		
Michigan	\$8.90	\$9.25 eff. 1-1-18	Annual increases take 2019, linked to the CPI. In exceed 3.5%. (2014 L
Minnesota	\$9.50/\$7.75 <sup>6</sup>		Indexed annual incre: Jan. 1, 2018  (2014 legislati
Mississippi	none		
Missouri	\$7.70 <sup>7</sup>		Minimum wage increase by cost of living starting (2006 ballot mee
Montana	\$8.15/\$4.00 <sup>8</sup>		Increases done annually CPI and effective Jan. 1 c year. (2006 ballot n
Nebraska	\$9.00		

State	Minimum Wage	Future Enacted Increases	Indexed Auton Annual Adjustn
Nevada	\$8.25/\$7.25 <sup>9</sup>		Increases subject to minimum wage and core index. Increases take effect (Constitutional amendment)
New Hampshire	repealed by HB 133 (2011)		
New Jersey	\$8.44		Indexed annual increases: CPI, effective Jan. (Constitutional Amendment)
New Mexico	\$7.50		
New York	\$9.70 <sup>10</sup>	<p>\$10.40 eff. 12-31-17</p> <p>\$11.10 eff. 12-31-18</p> <p>\$11.80 eff. 12-31-19</p> <p>\$12.50 eff. 12-31-20</p> <p>After 12-31-20, the rate is adjusted annually for inflation until it reaches \$15.00</p>	
North Carolina	\$7.25		
North Dakota	\$7.25		
Ohio	\$8.15/\$7.25 <sup>11</sup>		Indexed annual increases: CPI. (Constitutional amendment)
Oklahoma	\$7.25/\$2.00 <sup>12</sup>		

State	Minimum Wage	Future Enacted Increases	Indexed Auton Annual Adjustn
Oregon	\$10.25 <sup>13</sup>	\$10.75 eff. 7-1-18 \$11.25 eff. 7-1-19 \$12.00 eff. 7-1-20 \$12.75 eff. 7-1-21 \$13.50 eff. 7-1-22	Indexed annual increases: CPI are effective July 1 (legislation)
Pennsylvania	\$7.25		
Puerto Rico	\$7.25/\$5.08 <sup>14</sup>		
Rhode Island	\$9.60		
South Carolina	none		
South Dakota	\$8.65		Annual indexed incre. Jan. 1, 2016. (2014 ball
Tennessee	none		
Texas	\$7.25		
Utah	\$7.25		
Vermont	\$10.00	\$10.50 eff. 1-1-18	Beginning Jan. 1, 2019, r increased annually by 5 whichever is smaller decrease. Note: Verm indexing in 2007 but ena increases in 20 (2014 legislati
Virgin Islands	\$9.50	\$10.50 eff. 6-1-18	
Virginia	\$7.25		

State	Minimum Wage	Future Enacted Increases	Indexed Auton Annual Adjustn
Washington	\$11.00	\$11.50 eff. 1-1-2018 \$12.00 eff. 1-1-2019 \$13.50 eff. 1-1-2020	Annual indexed increases 2020. (ballot measu
West Virginia	\$8.75		
Wisconsin	\$7.25		
Wyoming	\$5.15		

Sources: U.S. Dept. of Labor, <http://www.dol.gov/esa/minwage/america.htm>; and state web sites.

## Notes

<sup>1</sup> **American Samoa:** The Fair Minimum Wage Act of 2007 (Public Law 110-28) sets minimum wage rates v Samoa and provides for additional increases in the minimum wage of \$0.50 per hour each year on May 2<sup>nd</sup> the minimum wage generally applicable in the United States. The wage rates are set for particular industri employee's particular occupation. The rates are minimum rates; an employer may choose to pay an emplk higher than the rate(s) for its industry.

<sup>2</sup> **California:** The minimum wage scheduled increases are delayed by one year for employers with 25 or f employees. The rate increases to \$10.50 per hour effective 1/1/2018 and is increased by \$1.00 increment it reaches \$15.00 effective 1/1/2023

<sup>3</sup> **Connecticut:** The Connecticut minimum wage rate automatically increases to 1/2 of 1 percent above the Fair Labor Standards Act if the Federal minimum wage rate equals or becomes higher than the State mini

<sup>4</sup> The **Maine** minimum wage is automatically replaced with the Federal minimum wage rate if it is higher th minimum.

<sup>5</sup> The **Massachusetts** minimum wage rate automatically increases to 10 cents above the rate set in the Fa Standards Act if the Federal minimum wage equals or becomes higher than the State minimum.

<sup>6</sup> **Minnesota:** With the passage of H.B. 2091 (2014), the annual sales volume threshold was reduced to \$1 large employers, with an annual sales volume of \$500,000 or more, the minimum wage is currently \$9.50; employers, those with an annual sales volume of less than \$500,000, the minimum wage is \$7.75.

<sup>7</sup> **Missouri** - In addition to the exemption for federally covered employment, the law exempts, among other of a retail or service business with gross annual sales or business done of less than \$500,000.

<sup>8</sup> **Montana:** the \$4.00 rate applies to businesses with gross annual sales of \$110,000 or less; \$8.15 applie

<sup>9</sup> **Nevada:** \$8.25 without health benefits; \$7.25 with health benefits.

<sup>10</sup> **New York:** The new minimum wage varies across the state based on geographical location and, in New York City, employer size.

## NEW YORK MINIMUM WAGE

Year	NYC Large Employers (11 or more employees)	NYC Small Employers (10 or fewer employees)	Ny Downstate (Nassau, Suffolk, and W
12/31/2017	\$13.00	\$12.00	\$11.00
12/31/2018	\$15.00	\$13.50	\$12.00
12/31/2019	--	\$15.00	\$13.00
12/31/2020	--	--	\$14.00
12/31/2021	--	--	\$15.00

<sup>11</sup> **Ohio:** \$7.25 for employers grossing \$299,000 or less

<sup>12</sup> **Oklahoma:** Employers of ten or more full time employees at any one location and employers with annual sales over \$100,000 irrespective of number of full time employees are subject to federal minimum wage; all other employers are subject to state minimum wage of \$2.00 (OK ST T. 40 § 197.5).

<sup>13</sup> **Oregon:** In addition to the new standard minimum wage rate, SB 1532 sets out a higher rate for employers in the urban growth boundary, and a lower rate for employers located in nonurban counties. Their respective increases are below.

## OREGON MINIMUM WAGE

Year	Portland Metro	Nonurban Counties
7/1/2016	\$9.75	\$9.50
7/1/2017	\$11.25	\$10.00
7/1/2018	\$12.00	\$10.50
7/1/2019	\$12.50	\$11.00
7/1/2020	\$13.25	\$11.50
7/1/2021	\$14.00	\$12.00
7/1/2022	\$14.75	\$12.50
7/1/2023	\$1.25 over standard min. wage	\$1 below standard min. wage

<sup>14</sup> **Puerto Rico:** Employers covered by the Federal Fair Labor Standards Act (FLSA) are subject to the Federal minimum wage of \$7.25. Employers not covered by the FLSA will be subject to a minimum wage that is at least 70 percent of the Federal minimum wage or the applicable mandatory decree rate of \$5.08, whichever is higher. The Secretary of Labor and Human Resources may authorize a rate based on a lower percentage for any employer who can show that implementation of the 70 percent rate would substantially curtail employment in that business.

### Other Exceptions

- **Missouri, Oklahoma, Texas, Puerto Rico, Utah, and Virginia** exclude from coverage any employment that is subject to the Federal Fair Labor Standards Act.
- **Hawaii, Kansas, and Michigan** exclude from coverage any employment that is subject to the Federal Fair Labor Standards Act, if the State wage is higher than the Federal wage.