

Minimum Wage Changes

State	Locality	Current Minimum Wage	New Wage*	Effective Date*	Notes
Alaska		\$9.75	\$9.80	1/1/2017	
Arizona		\$8.05	\$10.00	1/1/2017	Small businesses with <\$500,000 gross sales excluded
Arkansas		\$8.00	\$8.50	1/1/2017	
California		\$10.00	\$10.50	1/1/2017	26 or more employees
	Berkeley	\$12.53	\$13.75	10/1/2017	
	Cupertino	\$10.00	\$12.00	1/1/2017	
	El Cerrito	\$11.60	\$12.25	1/1/2017	
	Emeryville	\$14.82		7/1/2017	56 or more employees/not yet determined/based on CPI
	Emeryville	\$13.00	\$14.00	7/1/2017	55 or fewer employees
	Los Altos	\$10.00	\$12.00	1/1/2017	
	Los Angeles/Los Angeles County	\$10.50	\$12.00	7/1/2017	Businesses with 26 or more employees
	Los Angeles/Los Angeles County	\$10.00	\$10.50	7/1/2017	Businesses with 25 or fewer employees
	Mountain View	\$11.00	\$13.00	1/1/2017	
	Oakland	\$12.55	\$12.86	1/1/2017	
	Palo Alto	\$11.00	\$12.00	1/1/2017	
	Richmond	\$11.52	\$12.30	1/1/2017	
	San Diego	\$10.50	\$11.50	1/1/2017	
	San Francisco	\$13.00	\$14.00	7/1/2017	
	San Jose	\$10.30	\$10.50	1/1/2017	
	San Mateo	\$10.00	\$12.00	1/1/2017	
	Santa Clara	\$11.00	\$11.10	1/1/2017	
	Santa Monica	\$10.50	\$12.00	7/1/2017	26 or more employees (non hotel workers)
	Santa Monica	\$10.00	\$10.50	7/1/2017	25 or fewer employees (non hotel workers)
	Sunnyvale	\$11.00	\$13.00	1/1/2017	
Colorado		\$8.31	\$9.30	1/1/2017	
Connecticut		\$9.60	\$10.10	1/1/2017	
Florida		\$8.05	\$8.10	1/1/2017	
Hawaii		\$8.50	\$9.25	1/1/2017	
Illinois					
	Chicago	\$10.50	\$11.00	7/1/2017	
Iowa					
	Johnson County	\$9.15	\$10.10	1/1/2017	
	Linn County	\$7.25	\$8.25	1/1/2017	
	Polk County	\$7.25	\$8.75	4/1/2017	
	Wapello County	\$7.25	\$8.20	1/1/2017	

State	Locality	Current Minimum Wage	New Wage*	Effective Date*	Notes
Kentucky					
	Lexington	\$8.20	\$9.15	7/1/2017	
	Louisville	\$8.25	\$9.00	7/1/2017	
Maine		\$7.50	\$9.00	1/1/2017	
	Portland	\$10.10	\$10.68	1/1/2017	
Maryland		\$8.75	\$9.25	7/1/2017	
	Montgomery County	\$10.75	\$11.50	7/1/2017	
	Prince George's County	\$10.75	\$11.50	10/1/2017	
Massachusetts		\$10.00	\$11.00	1/1/2017	
Michigan		8.50	\$8.90	1/1/2017	
Missouri		\$7.65	\$7.70	1/1/2017	
Montana		\$8.05	\$8.15	1/1/2017	
New Jersey		\$8.38	\$8.44	1/1/2017	
New Mexico					
	Albuquerque	\$8.75	\$8.80	1/1/2017	Wage is less if employer provides certain benefits & meets cost threshold.
	Las Cruces	\$8.40	\$9.20	1/1/2017	
New York		\$9.00	\$9.70	12/31/2016	Fast food industry has a higher minimum wage depending on size and location.
	New York City	\$9.00	\$11.00	12/31/2016	>10 employees
	New York City	\$9.00	\$10.50	12/31/2016	10 employees or less
	Nassau, Suffolk & Westchester Counties	\$9.00	\$10.00	12/31/2016	
Ohio		\$8.10	\$8.15	1/1/2017	
Oregon					
	Standard	\$9.75	\$10.25	7/1/2017	
	Nonurban Counties	\$9.50	\$10.00	7/1/2017	
	Portland Metro	\$9.75	\$11.25	7/1/2017	
South Dakota		\$8.55	\$8.65	1/1/2017	
Vermont		\$9.60	\$10.00	1/1/2017	
Washington		\$9.47	\$11.00	1/1/2017	
	Seattle	\$13.00	\$15.00	1/1/2017	> 500 US employees
	Seattle	\$12.50	\$13.50	1/1/2017	> 500 US employees w/medical benefits.
	Seattle	\$10.50	\$11.00	1/1/2017	500 or fewer employees
	Seattle	\$12.00	\$13.00	1/1/2017	500 or fewer employees w/minimum compensation.
	Tacoma	\$10.35	\$11.15	1/1/2017	
Washington DC		\$11.50	\$12.50	7/1/2017	

* Please note changes to minimum wages may be subject to last minute adjustments or delays in enforcement

Check with the appropriate jurisdiction before implementing these changes.