

## The Minimum Wage in 2018: A Rates-Only Update

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### Alaska

Jurisdiction	Date of Rate Change	2017 Minimum Wage	2018 Minimum Wage	2017 Minimum Cash Wage	2018 Minimum Cash Wage	2017 Maximum Tip Credit	2018 Maximum Tip Credit
State Law	Jan. 1, 2018	\$9.80	\$9.84	Not applicable	No change	Prohibited	No change

### Arizona

Jurisdiction	Date of Rate Change	2017 Minimum Wage	2018 Minimum Wage	2017 Minimum Cash Wage	2018 Minimum Cash Wage	2017 Maximum Tip Credit	2018 Maximum Tip Credit
State Law	Jan. 1, 2018	\$10.00	\$10.50	\$7.00	\$7.50	\$3.00	No change
<b>Local Laws</b>							
Flagstaff	Jan. 1, 2018	\$10.50	\$11.00	\$7.50	\$8.00	\$3.00	No change

### California

Jurisdiction	Date of Rate Change	2017 Minimum Wage	2018 Minimum Wage	2017 Minimum Cash Wage	2018 Minimum Cash Wage	2017 Maximum Tip Credit	2018 Maximum Tip Credit
State Law	Jan. 1, 2018	\$10.50 (26 or more employees)	\$11.00 (26 or more employees)	Not applicable	No change	Prohibited	No change
		\$10.00 (25 or fewer employees)	\$10.50 (25 or fewer employees)				
<b>Local Laws</b>							
Berkeley	Oct. 1, 2018	\$13.75	\$15.00	Not applicable	No change	Prohibited	No change
		\$12.00 (Employer youth works & job training)	\$13.25 (Employer youth works & job training)				
Cupertino	Jan. 1, 2018	\$12.00	\$13.50	Not applicable	No change	Prohibited	No change
El Cerrito	Jan. 1, 2018	\$12.25	\$13.60	Not applicable	No change	Prohibited	No change
Emeryville	July 1, 2018	\$15.20 (56 or more employees)	To be determined (56 or more employees)	Not applicable	No change	Prohibited	No change

		\$14.00 (55 or fewer employees)	\$15.00 (55 or fewer employees)				
Los Altos	Jan. 1, 2018	\$12.00	\$13.50	Not applicable	No change	Prohibited	No change
Los Angeles (City)	July 1, 2018	\$12.00 (26 or more employees)	\$13.25 (26 or more employees)	Not applicable	No change	Prohibited	No change
		\$10.50 (25 or fewer employees)	\$12.00 (25 or fewer employees)				
Los Angeles County (Unincorporated)	July 1, 2018	\$12.00 (26 or more employees)	\$13.25 (26 or more employees)	Not applicable	No change	Prohibited	No change
		\$10.50 (25 or fewer employees)	\$12.00 (25 or fewer employees)				
Malibu	July 1, 2018	\$12.00 (26 or more employees)	\$13.25 (26 or more employees)	Not applicable	No change	Prohibited	No change
		\$10.50 (25 or fewer employees)	\$12.00 (25 or fewer employees)				
Milipitas	Jan. 1 & July 1, 2018	\$11.00	\$12.00 & \$13.50	Not applicable	No change	Prohibited	No change
Mountain View	Jan. 1, 2018	\$13.00	\$15.00	Not applicable	No change	Prohibited	No change
Oakland	Jan. 1, 2018	\$12.86	\$13.23 <b>(Estimated - Subject to Change)</b>	Not applicable	No change	Prohibited	No change
Palo Alto	Jan. 1, 2018	\$12.00	\$13.50	Not applicable	No change	Prohibited	No change
Pasadena	July 1, 2018	\$12.00 (26 or more employees)	\$13.25 (26 or more employees)	Not applicable	No change	Prohibited	No change
		\$10.50 (25 or fewer employees)	\$12.00 (25 or fewer employees)				
Richmond	Jan. 1, 2018	\$12.30 (Without benefits)	\$13.41 (Without benefits)	Not applicable	No change	Prohibited	No change
		\$10.80 (With benefits)	\$11.91 (With benefits)				
		\$14.00	\$15.00		No change	Prohibited	No change

San Francisco (City & County)	July 1, 2018	\$12.87 (Government supported employee)	To be determined (Government supported employee)	Not applicable			
San Jose	Jan. 1, 2018	\$12.00	\$13.50	Not applicable	No change	Prohibited	No change
		To be determined (Youth training program)	To be determined (Youth training program)				
San Leandro	July 1, 2018	\$12.00	\$13.00	Not applicable	No change	Prohibited	No change
San Mateo	Jan. 1, 2018	\$12.00	\$13.50	Not applicable	No change	Prohibited	No change
		\$10.50 (Nonprofit)	\$12.00 (Nonprofit)				
Santa Clara	Jan. 1, 2018	\$11.10	\$13.00	Not applicable	No change	Prohibited	No change
Santa Monica	July 1, 2018	\$12.00 (26 or more employees)	\$13.25 (26 or more employees)	Not applicable	No change	Prohibited	No change
		\$10.50 (25 or fewer employees)	\$12.00 (25 or fewer employees)				
Sunnyvale	Jan. 1, 2018	\$13.00	\$15.00	Not applicable	No change	Prohibited	No change

**Colorado**

Jurisdiction	Date of Rate Change	2017 Minimum Wage	2018 Minimum Wage	2017 Minimum Cash Wage	2018 Minimum Cash Wage	2017 Maximum Tip Credit	2018 Maximum Tip Credit
State Law	Jan. 1, 2018	\$9.30	\$10.20	\$6.28	\$7.18	\$3.02	No change

**District of Columbia**

Jurisdiction	Date of Rate Change	2017 Minimum Wage	2018 Minimum Wage	2017 Minimum Cash Wage	2018 Minimum Cash Wage	2017 Maximum Tip Credit	2018 Maximum Tip Credit
District Law	July 1, 2018	\$12.50	\$13.25	\$3.33	\$3.89	\$9.17	\$9.36

**Florida**

Jurisdiction	Date of Rate Change	2017 Minimum Wage	2018 Minimum Wage	2017 Minimum Cash Wage	2018 Minimum Cash Wage	2017 Maximum Tip Credit	2018 Maximum Tip Credit
State Law	Jan. 1, 2018	\$8.10	\$8.25	\$5.08	\$5.23	\$3.02	No change

**Hawaii**

Jurisdiction	Date of Rate Change	2017 Minimum Wage	2018 Minimum Wage	2017 Minimum Cash Wage	2018 Minimum Cash Wage	2017 Maximum Tip Credit	2018 Maximum Tip Credit
State Law	Jan. 1, 2018	\$9.25	\$10.10	\$8.50 (Wages and tips must equal at least \$7.00 more than minimum wage)	\$9.35 (Wages and tips must equal at least \$7.00 more than minimum wage)	\$.75	No change

**Illinois**

Jurisdiction	Date of Rate Change	2017 Minimum Wage	2018 Minimum Wage	2017 Minimum Cash Wage	2018 Minimum Cash Wage	2017 Maximum Tip Credit	2018 Maximum Tip Credit
State Law	Not applicable	\$8.25	Same	\$4.95	Same	\$3.30	Same
<b>Local Laws</b>							
Chicago	July 1, 2018	\$11.00	\$12.00	\$6.10	To be determined	\$4.90	To be determined
Cook County	July 1, 2018	\$10.00	\$11.00	\$4.95	To be determined	\$5.05	To be determined

**Maine**

Jurisdiction	Date of Rate Change	2017 Minimum Wage	2018 Minimum Wage	2017 Minimum Cash Wage	2018 Minimum Cash Wage	2017 Maximum Tip Credit	2018 Maximum Tip Credit
State Law	Jan. 1, 2018	\$9.00	\$10.00	\$5.00	No change	\$4.00	\$5.00
<b>Local Laws</b>							
Portland	July 1, 2018	\$10.68	To be determined	\$5.00	To be determined	\$5.68	To be determined

**Maryland**

Jurisdiction	Date of Rate Change	2017 Minimum Wage	2018 Minimum Wage	2017 Minimum Cash Wage	2018 Minimum Cash Wage	2017 Maximum Tip Credit	2018 Maximum Tip Credit
State Law	July 1, 2018	\$9.25	\$10.10	\$3.63	No change	\$5.62	\$6.47
<b>Local Laws</b>							
Montgomery County	<b>(PROPOSED)</b> July 1, 2018	\$11.50 (All employers)	<b>(PROPOSED)</b> \$12.25 (51 or more employees)	\$4.00 (All employers)	<b>(PROPOSED)</b> No change	\$7.50 (All employers)	<b>(PROPOSED)</b> \$8.25 (51 or more employees)
			\$12.00 (11-50 employees /				\$8.00 (Other)

			11+ employees & 501(c)(3) or home health services provider / 10 or fewer employees)				
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**Michigan**

Jurisdiction	Date of Rate Change	2017 Minimum Wage	2018 Minimum Wage	2017 Minimum Cash Wage	2018 Minimum Cash Wage	2017 Maximum Tip Credit	2018 Maximum Tip Credit
State Law	Jan. 1, 2018	\$8.90	\$9.25	\$3.38	\$3.52	\$5.52	\$5.73

**Minnesota**

Jurisdiction	Date of Rate Change	2017 Minimum Wage	2018 Minimum Wage	2017 Minimum Cash Wage	2018 Minimum Cash Wage	2017 Maximum Tip Credit	2018 Maximum Tip Credit
State Law	Jan. 1, 2018	\$9.50 (\$500,000 annual gross sales)	\$9.65 (\$500,000 annual gross sales)	Not Applicable	No change	Prohibited	No change
		\$7.75 (Less than \$500,000 annual gross sales / Certain hotels, etc.)	\$7.87 (Less than \$500,000 annual gross sales / Certain hotels, etc.)				
Minneapolis (More than 100 employees)	Jan. 1 & July 1, 2018	State law	\$10.00 & \$11.25	Not Applicable	No change	Prohibited	No change
Minneapolis (100 or fewer employees)	July 1, 2018	State law	\$10.25	Not Applicable	No change	Prohibited	No change

**Missouri**

Jurisdiction	Date of Rate Change	2017 Minimum Wage	2018 Minimum Wage	2017 Minimum Cash Wage	2018 Minimum Cash Wage	2017 Maximum Tip Credit	2018 Maximum Tip Credit
State Law	Jan. 1, 2018	\$7.70	\$7.85 (Estimated - Subject to Change)	\$3.85	\$3.925 (Estimated - Subject to Change)	\$3.85	\$3.925 (Estimated - Subject to Change)

**Montana**

Jurisdiction	Date of Rate Change	2017 Minimum Wage	2018 Minimum Wage	2017 Minimum Cash Wage	2018 Minimum Cash Wage	2017 Maximum Tip Credit	2018 Maximum Tip Credit
State Law	Jan. 1, 2018	\$8.15	\$8.30	Not applicable	No change	Prohibited	No change

**Nevada**

Jurisdiction	Date of Rate Change	2017 Minimum Wage	2018 Minimum Wage	2017 Minimum Cash Wage	2018 Minimum Cash Wage	2017 Maximum Tip Credit	2018 Maximum Tip Credit
State Law	July 1, 2018	\$7.25 (Health benefits offered)	To be determined	Not applicable	No change	Prohibited	No change
		\$8.25 (No health benefits)					

**New Jersey**

Jurisdiction	Date of Rate Change	2017 Minimum Wage	2018 Minimum Wage	2017 Minimum Cash Wage	2018 Minimum Cash Wage	2017 Maximum Tip Credit	2018 Maximum Tip Credit
State Law	Jan. 1, 2018	\$8.44	\$8.60	\$2.13 (Suggested)	No change	\$6.31	\$6.47

**New Mexico**

Jurisdiction	Date of Rate Change	2016 Minimum Wage	2017 Minimum Wage	2016 Minimum Cash Wage	2017 Minimum Cash Wage	2016 Maximum Tip Credit	2017 Maximum Tip Credit
State Law	Not applicable	\$7.50	No change	\$2.13	No change	\$5.37	No change

**Local Laws**

Albuquerque	Jan. 1, 2018	\$8.80 (Without benefits)	\$8.95 (Without benefits)	\$5.30	\$5.35	\$3.50 (Without benefits)	\$3.60 (Without benefits)
		\$7.80 (With benefits)	\$7.95 (With benefits)			\$2.50 (With benefits)	\$2.60 (With benefits)
Bernalillo County (Unincorporated)	Jan. 1, 2018	\$8.70 (Without benefits)	\$8.85 (Without benefits)	\$2.13	No change	\$6.57 (Without benefits)	\$6.72 (Without benefits)
		\$7.70 (With benefits)	\$7.85 (With benefits)			\$5.57 (With benefits)	\$5.72 (With benefits)
Las Cruces	Jan. 1, 2018 (See Footnote)	\$9.20	\$9.45 (See Footnote)	\$3.68	\$3.78 (See Footnote)	\$5.52	\$5.67 (See Footnote)

Santa Fe (City)	March 1, 2018	\$11.09	To be determined	\$2.13	To be determined	\$8.96	To be determined
Santa Fe County (Unincorporated)	March 1, 2018	\$11.09	To be determined	\$3.32	To be determined	\$7.77	To be determined

**New York**

*Generally*

Date	Fast Food Worker (New York City)	Fast Food Worker (Outside New York City)	New York City (11 or More Employees)	New York City (10 or Fewer Employees)	Nassau, Suffolk & Westchester Counties	Remainder of New York
Currently	\$12.00	\$10.75	\$11.00	\$10.50	\$10.00	\$9.70
Dec. 31, 2017	\$13.50	\$11.75	\$13.00	\$12.00	\$11.00	\$10.40
Dec. 31, 2018	\$15.00	\$12.75	\$15.00	\$13.50	\$12.00	\$11.10

*Tips*

Generally: If an employee's weekly tip average is less than the low amount, a tip credit cannot be claimed. If an employee's weekly tip average is between the low and high amounts, the tip credit cannot exceed the low amount. If an employee's weekly tip average equals or exceeds the high amount, the tip credit cannot exceed the high amount.

Date	New York City (11 or More Employees)		New York City (10 or Fewer Employees)		Nassau, Suffolk & Westchester Counties		Remainder of New York	
	Low	High	Low	High	Low	High	Low	High
Currently	\$1.65	\$2.70	\$1.60	\$2.55	\$1.50	\$2.45	\$1.45	\$2.35
Dec. 31, 2017	\$1.95	\$3.20	\$1.80	\$2.95	\$1.65	\$2.70	\$1.55	\$2.55
Dec. 31, 2018	\$2.25	\$3.65	\$2.05	\$3.30	\$1.80	\$2.95	\$1.65	\$2.70

Hospitality Industry (Service Employee): A service employee must receive a wage of at least the hourly cash wage (CW), and a tip credit cannot exceed the hourly tip credit rate (TC), provided an employee's weekly tip average at least the hourly tip threshold (TT) and the total of tips received plus wages equals or exceeds the basic minimum hourly rate (TT(R) is the tip threshold for resort hotel service employees).

Date	New York City (11 or More Employees)				New York City (10 or Fewer Employees)			
	CW	TC	TT	TT(R)	CW	TC	TT	TT(R)
Currently	\$9.15	\$1.85	\$2.40	\$6.15	\$8.75	\$1.75	\$2.30	\$5.90
Dec. 31, 2017	\$10.85	\$2.15	\$2.80	\$7.30	\$10.00	\$2.00	\$2.60	\$6.75
Dec. 31, 2018	\$12.50	\$2.50	\$3.25	\$8.40	\$11.25	\$2.25	\$2.95	\$7.60
Date	Nassau, Suffolk & Westchester Counties				Remainder of New York			
	CW	TC	TT	TT(R)	CW	TC	TT	TT(R)
Currently	\$8.35	\$1.65	\$2.15	\$5.60	\$8.10	\$1.60	\$2.10	\$5.45
Dec. 31, 2017	\$9.15	\$1.85	\$2.40	\$6.15	\$8.65	\$1.75	\$2.25	\$5.85
Dec. 31, 2018	\$10.00	\$2.00	\$2.60	\$6.75	\$9.25	\$1.85	\$2.40	\$6.25

**Hospitality Industry (Food Service Worker):** A food service worker must receive a wage of at least the hourly cash wage (CW), and a tip credit cannot exceed the below-specified hourly rate (TC) provided the total of tips received plus the wages equals or exceeds the hourly total minimum wage rate (MW). A tip credit is not permitted for fast food employees.

Date	NYC (11 or More Employees)			NYC (10 or Fewer Employees)			Nassau, Suffolk & Westchester Counties			Remainder of New York		
	CW	TC	MW	CW	TC	MW	CW	TC	MW	CW	TC	MW
Currently	\$7.50	\$3.50	\$11.00	\$7.50	\$3.00	\$10.50	\$7.50	\$2.50	\$10.00	\$7.50	\$2.20	\$9.70
Dec. 31, 2017	\$8.65	\$4.35	\$13.00	\$8.00	\$4.00	\$12.00	\$7.50	\$3.50	\$11.00	\$7.50	\$2.90	\$10.40
Dec. 31, 2018	\$10.00	\$5.00	\$15.00	\$9.00	\$4.50	\$13.50	\$8.00	\$4.00	\$12.00	\$7.50	\$3.60	\$11.10

**Ohio**

Jurisdiction	Date of Rate Change	2017 Minimum Wage	2018 Minimum Wage	2017 Minimum Cash Wage	2018 Minimum Cash Wage	2017 Maximum Tip Credit	2018 Maximum Tip Credit
State Law	Jan. 1, 2018	\$8.15	\$8.30	\$4.08	\$4.15	\$4.07	\$4.15

**Oregon**

Jurisdiction	Date of Rate Change	2017 Minimum Wage	2018 Minimum Wage	2017 Minimum Cash Wage	2018 Minimum Cash Wage	2017 Maximum Tip Credit	2018 Maximum Tip Credit
State Law (General)	July 1, 2018	\$10.25	\$10.75	Not applicable	No change	Prohibited	No change
State Law (Urban)	July 1, 2018	\$11.25	\$12.00				
State Law (Nonurban)	July 1, 2018	\$10.00	\$10.50				

**Rhode Island**

Jurisdiction	Date of Rate Change	2017 Minimum Wage	2018 Minimum Wage	2017 Minimum Cash Wage	2018 Minimum Cash Wage	2017 Maximum Tip Credit	2018 Maximum Tip Credit
State Law	Jan. 1, 2018	\$9.60	\$10.10	\$3.89	No change	\$5.71	\$6.21

**South Dakota**

Jurisdiction	Date of Rate Change	2017 Minimum Wage	2018 Minimum Wage	2017 Minimum Cash Wage	2018 Minimum Cash Wage	2017 Maximum Tip Credit	2018 Maximum Tip Credit
State Law	Jan. 1, 2018	\$8.65	\$8.85	\$4.325	\$4.425	\$4.325	\$4.425/hr.

**Vermont**

Jurisdiction	Date of Rate Change	2017 Minimum Wage	2018 Minimum Wage	2017 Minimum Cash Wage	2018 Minimum Cash Wage	2017 Maximum Tip Credit	2018 Maximum Tip Credit
State Law	Jan. 1, 2018	\$10.00	\$10.50	\$5.00	\$5.25	\$5.00	\$5.25



**Washington State**

Jurisdiction	Date of Rate Change	2017 Minimum Wage	2018 Minimum Wage	2017 Minimum Cash Wage	2018 Minimum Cash Wage	2017 Maximum Tip Credit	2018 Maximum Tip Credit
State Law	Jan. 1, 2018	\$11.00	\$11.50	Not applicable	No change	Prohibited	No change
<b>Local Laws</b>							
SeaTac	Jan. 1, 2018	\$15.34	\$15.64	Not applicable	No change	Prohibited	No change
Seattle	Jan. 1, 2018	\$15.00 (Schedule 1 Minimum Wage)	\$15.45 (Schedule 1 Minimum Wage)	Not applicable	No change	Prohibited	No change
		\$13.50 (Schedule 1 Minimum Wage with Medical Benefits)	\$15.00 (Schedule 1 Minimum Wage with Medical Benefits)				
		\$11.00 (Schedule 2 Minimum Wage)	\$11.50 (Schedule 2 Minimum Wage)				
		\$13.00 (Minimum Compensation)	\$14.00 (Minimum Compensation)				
Tacoma	Jan. 1, 2018	\$11.15	\$12.00	Not applicable	No change	Prohibited	No change

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