

Eye On Washington

Legislative Update



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Legislative Trends: Upcoming Increases to Minimum Wage Round-up – 2018

While the last federal minimum wage increase was on July 24, 2009, when it rose from \$6.55 to \$7.25 per hour, many state and local governments have been increasing the minimum wage on their own – some through legislation or ballot initiatives, and others via adopting indexing provisions that authorize small automatic increases to keep pace with the rising cost of living.

The following chart shows the current minimum wage for non-tipped and tipped employees and the next scheduled increase (if any) for each state, the District of Columbia, and numerous local jurisdictions. It is important to note that the rates reflected are those required to be paid by “large” private-sector employers subject to the Fair Labor Standards Act. Rates that may be paid in certain states by “small employers,” as defined by applicable state law, to individuals under a certain age (e.g., youth wage), to a certain classification of employees (e.g., fast food workers) or to employees during a “training” period, are not reflected.

State / Local	Current Minimum Wage Per Hour	Current Tipped Employee Cash Wage Per Hour	Next Scheduled Increase Minimum Wage Per Hour	Next Scheduled Increase Tipped Employee Cash Wage Per Hour
Alabama	\$7.25	\$2.13	None	None
Alaska	\$9.80	\$9.80	\$9.84 (1/1/18)	\$9.84 (1/1/18)
Arizona	\$10.00	\$7.00	\$10.50 (1/1/18)	\$7.50 (1/1/18)
Flagstaff	\$10.50	\$7.50	\$11.00 (1/1/18)	\$8.00 (1/1/18)
Arkansas	\$8.50	\$2.63	None	None
California	\$10.50	\$10.50	\$11.00 (1/1/18)	\$11.00 (1/1/18)
Berkeley	\$13.75	\$13.75	\$15.00 (10/1/18)	\$15.00 (10/1/18)
Cupertino	\$12.00	\$12.00	\$13.50 (1/1/18)	\$13.50 (1/1/18)
El Cerrito	\$12.25	\$12.25	\$13.60 (1/1/18)	\$13.60 (1/1/18)
Emeryville	\$15.20	\$15.20	Increases with CPI (7/1/18)	Increases with CPI (7/1/18)
Los Altos	\$12.00	\$12.00	\$13.50 (1/1/18)	\$13.50 (1/1/18)
Los Angeles	\$12.00	\$12.00	\$13.25 (7/1/18)	\$13.25 (7/1/18)
Los Angeles County	\$12.00	\$12.00	\$13.25 (7/1/18)	\$13.25 (7/1/18)
Malibu	\$12.00	\$12.00	\$13.25 (7/1/18)	\$13.25 (7/1/18)
Milpitas	\$11.00	\$11.00	\$12.00 (1/1/18) \$13.50 (7/1/18)	\$12.00 (1/1/18) \$13.50 (7/1/18)

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State / Local	Current Minimum Wage Per Hour	Current Tipped Employee Cash Wage Per Hour	Next Scheduled Increase Minimum Wage Per Hour	Next Scheduled Increase Tipped Employee Cash Wage Per Hour
Mountain View	\$13.00	\$13.00	\$15.00 (1/1/18)	\$15.00 (1/1/18)
Oakland	\$12.86	\$12.86	\$13.23 (1/1/18)	\$13.23 (1/1/18)
Palo Alto	\$12.00	\$12.00	\$13.50 (1/1/18)	\$13.50 (1/1/18)
Pasadena	\$12.00	\$12.00	\$13.25 (7/1/18)	\$13.25 (7/1/18)
Richmond	\$12.30	\$12.30	\$13.41 (1/1/18) (\$11.91 if employer pays toward medical insurance)	\$13.41 (1/1/18) (\$11.91 if employer pays toward medical insurance)
San Diego	\$11.50	\$11.50	None	None
San Francisco	\$14.00	\$14.00	\$15.00 (7/1/18)	\$15.00 (7/1/18)
San Jose	\$12.00	\$12.00	\$13.50 (1/1/18)	\$13.50 (1/1/18)
San Leandro	\$12.00	\$12.00	\$13.00 (7/1/18)	\$13.00 (7/1/18)
Santa Clara	\$11.10	\$11.10	\$13.00 (1/1/18)	\$13.00 (1/1/18)
San Mateo	\$12.00	\$12.00	\$13.50 (1/1/18)	\$13.50 (1/1/18)
Santa Monica	\$12.00	\$12.00	\$13.25 (7/1/18)	\$13.25 (7/1/18)
Sunnyvale	\$13.00	\$13.00	\$15.00 (1/1/18)	\$15.00 (1/1/18)
Colorado	\$9.30	\$6.28	\$10.20 (1/1/18)	\$7.18 (1/1/18)
Connecticut	\$10.10	\$6.38 Waitstaff \$8.32 Bartenders	None	None
Delaware	\$8.25	\$2.23	None	None
District of Columbia	\$12.50	\$3.33	\$13.25 (7/1/18)	\$3.89 (7/1/18)
Florida	\$8.10	\$5.08	\$8.25 (1/1/18)	\$5.23 (1/1/18)
Georgia	\$7.25 (if covered under FLSA) \$5.15 (if not covered under FLSA)	\$2.13	None	None
Hawaii	\$9.25	\$8.50 (\$0.75 tip credit only if employee earns \$7.00 more than the minimum wage through tips and wages)	\$10.10 (1/1/18)	\$9.35 (1/1/17) (\$0.75 tip credit only if employee earns \$7.00 more than the minimum wage through tips and wages)
Idaho	\$7.25	\$3.35	None	None

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State / Local	Current Minimum Wage Per Hour	Current Tipped Employee Cash Wage Per Hour	Next Scheduled Increase Minimum Wage Per Hour	Next Scheduled Increase Tipped Employee Cash Wage Per Hour
Illinois	\$8.25	\$4.95	None	None
Chicago	\$11.00	\$6.10	\$12.00 (7/1/18)	Increases with CPI (7/1/18)
Cook County	\$10.00	\$4.95	\$11.00 (7/1/18)	None
Indiana	\$7.25	\$2.13	None	None
Iowa	\$7.25	\$4.35	None	None
Kansas	\$7.25	\$2.13	None	None
Kentucky	\$7.25	\$2.13	None	None
Louisiana	\$7.25	\$2.13	None	None
Maine	\$9.00	\$5.00	\$10.00 (1/1/18)	None
Portland	\$10.68	\$6.93	Annual Indexing (7/1/18)	Annual Indexing (7/1/18)
Maryland	\$9.25	\$3.63	\$10.10 (7/1/18)	None
Montgomery County	\$11.50	\$4.00	\$12.25 (7/1/18)	None
Prince George's County	\$11.50	\$3.63	None	None
Massachusetts	\$11.00	\$3.75	None	None
Michigan	\$8.90	\$3.38	\$9.25 (1/1/18)	\$3.52 (1/1/18)
Minnesota	\$9.50	\$9.50	\$9.65 (1/1/18)	\$9.65 (1/1/18)
Minneapolis	\$9.50	\$9.50	\$10.00 (1/1/18) \$11.25 (7/1/18)	\$10.00 (1/1/18) \$11.25 (7/1/18)
Mississippi	\$7.25	\$2.13	None	None
Missouri	\$7.70	\$3.83	\$7.85 (1/1/18)	\$3.925 (1/1/18)
Montana	\$8.15	\$8.15	\$8.30 (1/1/18)	\$8.30 (1/1/18)
Nebraska	\$9.00	\$2.13	None	None
Nevada	\$8.25 (\$7.25 if employer provides employee opportunity to elect qualifying health insurance)	\$8.25 (\$7.25 if employer provides employee opportunity to elect qualifying health insurance)	Annual Indexing (7/1/18)	Annual Indexing (7/1/18)
New Hampshire	\$7.25	\$3.26	None	None
New Jersey	\$8.44	\$2.13	\$8.60 (1/1/18)	None

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State / Local	Current Minimum Wage Per Hour	Current Tipped Employee Cash Wage Per Hour	Next Scheduled Increase Minimum Wage Per Hour	Next Scheduled Increase Tipped Employee Cash Wage Per Hour
New Mexico	\$7.50	\$2.13	None	None
Albuquerque	\$8.80 (\$7.80) if the employee's employer provides healthcare and/or childcare benefits to the employee during any pay period and the employer pays an amount for these benefits equal to or in excess of an annualized cost of \$2,500.00.	\$5.30	\$8.95 (\$7.95) (1/1/18) if the employee's employer provides healthcare and/or childcare benefits to the employee during any pay period and the employer pays an amount for these benefits equal to or in excess of an annualized cost of \$2,500.00.	\$5.35 (1/1/18)
Bernalillo County	\$8.70 (\$7.70) if the employee's employer provides healthcare and/or childcare benefits to the employee during any pay period and the employer pays an amount for these benefits equal to or in excess of an annualized cost of \$2,500.00.	\$2.13	\$8.85 (\$7.85) (1/1/18) if the employee's employer provides healthcare and/or childcare benefits to the employee during any pay period and the employer pays an amount for these benefits equal to or in excess of an annualized cost of \$2,500.00.	None
Las Cruces	\$9.20	\$3.68	\$10.10 (1/1/19)	\$4.04 (1/1/19)
Santa Fe	\$11.09	\$2.13	Annual Indexing 3/1/18	None
Santa Fe County	\$11.09	\$3.32	Annual Indexing 3/1/18	Annual Indexing 3/1/18
New York	\$9.70	\$7.50	\$10.40 (12/31/17)	\$7.85 (12/31/19)
New York City	\$11.00	\$8.65	\$13.00 (12/31/17)	\$10.00 (12/31/18)
Nassau, Suffolk, Westchester Counties	\$10.00	\$7.50	\$11.00 (12/31/17)	\$8.00 (12/31/18)
North Carolina	\$7.25	\$2.13	None	None
North Dakota	\$7.25	\$4.86	None	None
Ohio	\$8.15	\$4.08	\$8.30 (1/1/18)	\$4.15 (1/1/18)
Oklahoma	\$7.25	\$2.13	None	None

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State / Local	Current Minimum Wage Per Hour	Current Tipped Employee Cash Wage Per Hour	Next Scheduled Increase Minimum Wage Per Hour	Next Scheduled Increase Tipped Employee Cash Wage Per Hour
Oregon	\$10.25	\$10.25	\$10.75 (7/1/18)	\$10.75 (7/1/18)
Portland Urban Growth Boundary	\$11.25	\$11.25	\$12.00 (7/1/18)	\$12.00 (7/1/18)
Non-Urban Counties	\$10.00	\$10.00	\$10.50 (7/1/18)	\$10.50 (7/1/18)
Pennsylvania	\$7.25	\$2.83	None	None
Rhode Island	\$9.60	\$3.89	\$10.10 (1/1/18)	None
South Carolina	\$7.25	\$2.13	None	None
South Dakota	\$8.65	\$4.325	\$8.85 (1/1/18)	\$4.425 (1/1/18)
Tennessee	\$7.25	\$2.13	None	None
Texas	\$7.25	\$2.13	None	None
Utah	\$7.25	\$2.13	None	None
Vermont	\$10.00	\$5.00	\$10.50 (1/1/18)	\$5.25 (1/1/18)
Virginia	\$7.25	\$2.13	None	None
Washington	\$11.00	\$11.00	\$11.50 (1/1/18)	\$11.00 (1/1/18)
Seattle	\$15.00	\$15.00	Does employer pay toward medical benefits? Yes = \$15.00 (1/1/18) No = \$15.45 (1/1/18)	Does employer pay toward medical benefits? Yes = \$15.00 (1/1/18) No = \$15.45 (1/1/18)
SeaTac	\$15.35 – (Hospitality and Transportation employees)	\$15.35 – (Hospitality and Transportation employees)	\$15.64 (1/1/18) – (Hospitality and Transportation employees)	\$15.64 (1/1/18) – (Hospitality and Transportation employees)
Tacoma	\$11.15	\$11.15	\$12.00 (1/1/18)	\$12.00 (1/1/18)
West Virginia	\$8.75	\$2.63	None	None
Wisconsin	\$7.25	\$2.33	None	None
Wyoming	\$7.25	\$2.13	None	None



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