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2016 Minimum Wage Update

Version 12-16-15

<u>State (or D.C.)</u>	<u>Minimum Wage as of 1/1/16</u>	<u>Tip Credit Wage As of 1/1/16</u>	<u>Enacted Legislation Regarding Minimum Wage²</u>
Alabama	No applicable state law. Follows Federal law.	No applicable state law. Follows Federal law.	
Alaska	\$9.75	No tip credit permitted	Rate is indexed to inflation or \$1 above Federal Min wage, whichever is greater
Arizona	\$8.05	\$5.05	Rate is indexed to inflation
Arkansas	\$8.00	\$2.63	Increases \$8.50 effective January 1, 2017.
California	\$10.00	No tip credit permitted	
Colorado	\$8.31	\$5.29	
Connecticut	\$9.60	\$6.07 (hotel and restaurant employees, except bartenders) \$7.82 (bartenders)	Increases to \$10.10 effective January 1, 2017.
Delaware	\$8.25	\$2.23	
District of Columbia	\$10.50	\$2.77	Increases to \$11.50 effective July 1, 2016. Rate is indexed to inflation
Florida	\$8.05	\$5.03	

¹ This chart does not address living wage or prevailing wage laws which generally are applicable only to state or local government contractors. For purposes of this chart we have assumed all locations have sit down dining.

² While we are aware that legislation has been introduced or is pending in many states to increase the minimum wage, we only include legislation that has been enacted.

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Georgia	\$7.25	\$2.13	
Hawaii	\$8.50	\$7.75	Increases to \$9.25 effective January 1, 2017 and \$10.10 effective January 1, 2018.
Idaho	\$7.25	\$3.35	
Illinois	\$8.25	\$4.95	
Indiana	Follows Federal law. (State minimum wage law does not govern employers covered by the FLSA.)	Follows Federal law.	
Iowa	\$7.25	\$4.35	
Kansas	Follows Federal law. (State minimum wage law does not govern employers covered by the FLSA.)	Follows Federal law.	
Kentucky	\$7.25	\$2.13	
Louisiana	No applicable state law. Follows Federal law.	Follows Federal law.	
Maine	\$7.50	\$3.75	
Maryland	\$8.25	\$3.63	Increases to \$8.75 effective July 1, 2016, \$9.25 effective July 1, 2017 and \$10.10 effective July 1, 2018.
Massachusetts	\$10.00	\$3.35	Increases to \$11.00 effective January 1, 2017.
Michigan	\$8.50	\$3.23	Increases to \$8.90 effective January 1, 2017 and \$9.25 effective January 1, 2018. Rate is indexed to Midwestern states inflation but no more than 3.5% per year and no increase if the unemployment rate meets or exceeds 8.5% in the prior year.

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Minnesota	\$9.00	No tip credit permitted	Increases to \$9.50 effective August 1, 2016. Rate is indexed to inflation capped at 2.5%
Mississippi	No applicable state law. Follows Federal law.	Follows Federal law.	
Missouri	\$7.65	\$3.83	Rate is indexed to inflation.
Montana	\$8.05	No tip credit permitted	Rate is indexed to inflation.
Nebraska	\$9.00	\$2.13	
Nevada	\$8.25. However, if an employee is offered a qualified health insurance plan -- defined as one by which the cost of health insurance for the employee and the employee's dependents is no greater than 10 percent of the employee's gross taxable income -- then such employee only need be paid \$7.25.	No tip credit permitted	Rate is indexed to inflation.
New Hampshire	No applicable state law. Follows Federal law.	\$3.26	
New Jersey	\$8.38	\$2.13	Rate is indexed to inflation.
New Mexico	\$7.50	\$2.13	
New York	\$9.00	\$7.50	
North Carolina	\$7.25	\$2.13	
North Dakota	\$7.25	\$4.86	

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Ohio	\$8.10	\$4.05	Rate is indexed to inflation.
Oklahoma	\$7.25	\$2.13	
Oregon	\$9.25	No tip credit permitted	Rate is indexed to inflation.
Pennsylvania	\$7.25	\$2.83	
Rhode Island	\$9.60	\$3.39	
South Carolina	No applicable state law. Follows Federal law.	Follows federal law	
South Dakota	\$8.55	\$4.28	
Tennessee	No applicable state law. Follows Federal law.	Follows federal law	
Texas	\$7.25	\$2.13	
Utah	\$7.25	\$2.13	
Vermont	\$9.60	\$4.80	Increases to \$10.00 effective January 1, 2017 and \$10.50 effective January 1, 2018. Rate is indexed to inflation after 2018.
Virginia	\$7.25	\$2.13	
Washington	\$9.47	No tip credit permitted	Rate is indexed to inflation.
West Virginia	\$8.75	\$2.62	
Wisconsin	\$7.25	\$2.33	
Wyoming	\$7.25	\$2.13	

<u>Localities</u>	<u>Minimum Wage as of 1/1/16</u>	<u>Tip Credit Wage As of 1/1/16</u>	<u>Enacted or Pending Legislation</u>
AL - Birmingham	No applicable city law.	No applicable city law.	\$8.50 effective July 1, 2016 (and tip credit wage will be \$4.25)
CA - Berkeley	\$11.00	No tip credit permitted	Increase to \$12.53 effective October 1, 2016.
CA – Emeryville	\$14.44 (except \$12.25 if less than 56 employees in Emeryville)	No tip credit permitted	If 56+ in Emeryville: \$14.82, effective July 1, 2016; \$15.20 July 1, 2017; \$15.60 July 1, 2018. If less than 56 employees in Emeryville: \$13.00, effective July 1, 2016; \$14.00 July 1, 2017; \$15.00 July 1, 2018.
CA - Los Angeles	No applicable city law.	No tip credit permitted	\$10.50, effective July 1, 2016. Increases to \$12.00 effective July 1, 2017, \$13.25 effective July 1, 2018, \$14.25 effective July 1, 2019 and \$15.00 effective July 1, 2020.
CA- Mountain View	\$11.00	No tip credit permitted	Rate is indexed to inflation effective January each year; \$15 by 2018
CA- Oakland	\$12.55	No tip credit permitted	Rate is indexed to inflation
CA – Palo Alto	\$11.00	No tip credit permitted	Rate is indexed to inflation
CA – Richmond	\$11.52 (employers that pay \$1.50 per hour towards health insurance benefits may pay \$10.02)	No tip credit permitted	\$12.30, effective January 1, 2017; \$13.00, effective January 1, 2018.
CA - San Francisco	\$12.25	No tip credit permitted	Increases to \$13.00 effective July 1, 2016, \$14.00 effective July 1, 2017 and \$15.00 effective July 1, 2018. Rate is indexed to inflation.
CA - San Jose	\$10.30	No tip credit permitted	Rate is indexed to inflation.

CA – Santa Clara	\$11.00	No tip credit permitted	Rate is indexed to inflation.
CA - Sunnyvale	\$10.30	No tip credit permitted	Increases to \$11.00 effective July 1, 2016. Rate is indexed to inflation; \$15 by 2018.
IA - Johnson County	\$8.20	\$4.92	\$9.15 effective May 1, 2016 and \$10.10 effective January 1, 2017.
IL - Chicago	\$10.00	\$5.45	Increases to \$10.50 effective July 1, 2016 (\$5.95 for tipped employees), \$11.00 effective July 1, 2017, \$12.00 effective July 1, 2018 and \$13.00 effective July 1, 2019. Thereafter annual increases index to local CPI with a limit of 2.5% if unemployment rate stays below 8.5%. Starting July 1, 2017, and on every July 1st after that, the tip-credit minimum wage increase will use the same CPI-based formula established for increasing the regular Chicago minimum wage.
KY - Lexington	No applicable city law.	Follows federal law	Increases to \$8.20 effective July 1, 2016; \$9.15 effective July 1, 2017; \$10.00 effective July 1, 2018.
KY - Louisville	\$7.75	Follows federal law	Increases to \$8.25 effective July 1, 2016 and \$9.00 effective July 1, 2017.
MD - Montgomery County	\$9.55	\$4.00	Increases to \$10.75 effective July 1, 2016; \$11.50 effective October 1, 2017.
MD - Prince George's County	\$9.55	\$3.63	Increases to \$10.75 effective October 1, 2016; \$11.50 effective October 1, 2017.
ME - Portland	\$10.10	\$3.75	

NM - Albuquerque	\$8.75 or \$7.75 if the 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.	\$5.25	Rate is indexed to inflation
NM - Bernalillo County	\$8.65 (For employers who provide healthcare and/or childcare benefits to an employee during any pay period for which the employer pays an amount for those healthcare benefits equal to or in excess of an annualized cost of \$2,500.00, the minimum wage shall be an hourly rate of \$1.00 less than the current minimum wage otherwise applicable to employees who do not receive such benefits.)	\$2.13	
NM - Las Cruces	\$8.40	\$3.36	\$9.20 in January 2016 and to \$10.10 in January 2017.

NM – Santa Fe	\$10.84	\$2.13	
NM – Santa Fe County	\$10.84	\$3.25	
WA - Seattle	\$13.00 (large employers that contribute to health benefits may pay \$12.50)	No tip credit permitted for large employers (i.e. more than 500 employees in the U.S.).	The City of Seattle has enacted legislation which will increase the minimum wage in the city to \$15.00 over the next 3 to 7 years, depending on business size. For employers with more than 500 employees in the U.S., increases to \$15.00 effective January 1, 2017.
WA - Tacoma	No applicable city law.	No tip credit permitted	Increases to \$10.35 effective February 1, 2016; \$11.15 effective January 1, 2017; and \$12.00 effective January 1, 2018