

2016 U.S. Minimum Wage Chart

Jurisdiction	Minimum Wage ^{1,2}	Comments
Alabama	No provision.	
- <i>Birmingham</i>		Minimum wage of \$8.50 per hour effective July 1, 2016; increasing to \$10.10 per hour on July 1, 2017.
Alaska	\$9.75	Indexed to inflation or \$1 more than the federal minimum wage, whichever is higher.
Arizona	\$8.05	Adjusts annually based on a cost of living formula.
Arkansas	\$8.00	Increasing to \$8.50 on January 1, 2017.
California	\$10.00	
- <i>Berkeley</i>	\$11.00	Increasing to \$12.53 on October 1, 2016.
- <i>Emeryville</i>	\$12.25*	Increasing to \$13 on July 1, 2016, \$14 on July 1, 2017, \$15 on July 1, 2018, and \$16 on July 1, 2019. Thereafter indexed to the local CPI. *Higher for businesses with 56 or more employees working within the city of Emeryville.
- <i>Los Angeles (city and county; county follows large employer scheduled rate)</i>		For employers of 26 or more employees, minimum wage of \$10.50 effective July 1, 2016; increasing to \$12.00 on July 1, 2017, \$13.25 on July 1, 2018, \$14.25 on July 1, 2019, and \$15.00 on July 1, 2020. For employers of 25 or fewer employees, minimum wage of \$10.50 effective July 1, 2017, increasing to \$12.00 on July 1, 2018, \$13.25 on July 1, 2019, \$14.25 on July 1, 2020, and \$15.00 on July 1, 2021. On July 1, 2022 and annually thereafter, minimum wage will increase based on the CPI for the LA metro area. NOTE: Non-profits may qualify for deferred schedule.

¹ This chart does not include minimum wage rates that are specific to hotel, casino and/or transportation workers or local government contractors or employees.

² Current as of December 17, 2015.

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- <i>Mountain View</i>	\$11.00	Increasing to \$13 on January 1, 2017 and \$15 on January 1, 2018. Thereafter indexed to CPI.
- <i>Oakland</i>	\$12.55	Adjusted annually for inflation. Applies to any person who performs at least two hours of work within the city in a particular week and is entitled to the state minimum wage.
- <i>Palo Alto</i>	\$11.00	Yearly increases on January 1, indexed to CPI. Applies to employees who work two hours per week within Palo Alto.
- <i>Richmond</i>	\$11.52	Increasing to \$12.30 on January 1, 2017 and \$13 on January 1, 2018. Does not apply to any small business employer who pays for less than 800 hours of employee labor during a given two-week period, including all persons performing work for compensation on a full-time, part-time, or temporary basis. An employer that pays for 800 or more hours of employee labor during any 2-week period at all business locations, whether inside or outside the City of Richmond, shall be deemed to be a covered employer for the entirety of that 2-week period and the remainder of that calendar year quarter. In determining how many hours of employee labor an employer pays for, all labor performed by businesses with substantial overlapping ownership or control shall be aggregated. Deduction allowed if employer provides medical benefits.
- <i>Sacramento</i>		For employers of 40 or more employees, \$10.50 on January 1, 2017, increasing to \$11.00 on January 1, 2018, \$11.75 on January 1, 2019, \$12.50 on January 1, 2020, thereafter indexed to CPI. For employers of 39 or fewer employees, \$10.50 on July 1, 2017, increasing to \$11.00 on July 1, 2018, \$11.75 on July 1, 2019, \$12.50 on July 1, 2020, thereafter indexed to CPI.

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- <i>San Francisco</i>	\$12.25	Increasing to \$13 on July 1, 2016, \$14.00 on July 1, 2017, \$15 on July 1, 2018, and adjusted annually for inflation thereafter. Applies to any person who performs at least two hours of work within the city in a particular week and is entitled to the state minimum wage.
- <i>San Jose</i>	\$10.30	Adjusted annually for cost of living. Applies to employers that maintain a facility in San Jose or that are subject to the San Jose business tax; those employers must pay the minimum wage to employees who work within the city for at least two hours per week.
- <i>Santa Clara</i>	\$11.00	Beginning January 1, 2017, and each year thereafter, the minimum wage will increase corresponding to the prior year's Consumer Price Index (CPI). Applies to employees who perform at least two hours or more per week of work in Santa Clara.
- <i>Sunnyvale</i>	\$10.30	Increases each January 1 indexed to CPI. Applies to employers who are subject to the Sunnyvale Business License Tax or who maintain a facility in Sunnyvale; applies to employees who perform at least two hour of work per week in Sunnyvale.
Colorado	\$8.31	Applies to retail and service, commercial support service, food and beverage, and health and medical industries. Adjusts annually based on a cost of living formula.
Connecticut	\$9.60	Increasing to \$10.10 on January 1, 2017. Automatically increases to 0.5% above the rate set in the FLSA if the federal minimum wage equals or becomes higher than the state minimum.
Delaware	\$8.25	Adopts the federal minimum wage rate by reference if the federal rate is greater than the state rate.
District of Columbia	\$10.50	Increasing to \$11.50 on July 1, 2016. If rate is set below federal rate, rate is adjusted to equal the federal rate plus \$1.

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Florida	\$8.05	Adjusted annually based on a cost of living formula.
Georgia	\$5.15	Excludes from coverage any employment subject to FLSA when federal minimum wage is greater than the state rate.
Guam	\$8.25	
Hawaii	\$8.50	Increasing to \$9.25 on January 1, 2017 and \$10.10 on January 1, 2018. Excludes from coverage any employment subject to FLSA when state rate is higher than federal rate.
Idaho	\$7.25	
Illinois	\$8.25	
- Chicago	\$10.00	Increasing to \$10.50 on July 1, 2016, \$11.00 on July 1, 2017, \$11.50 on July 1, 2018, \$12.00 on July 1, 2018, and \$13.00 on July 1, 2019. Applies to all employees who perform at least two hours of work within the city within a two-week period. <i>Must provide notice of current minimum wage with first paycheck including the minimum wage.</i>
Indiana	\$7.25	
Iowa	\$7.25	Adopts the federal minimum wage rate by reference if the federal rate is greater than the state rate.
- Johnson County	\$8.20	Increasing to \$9.15 on May 1, 2016 and \$10.10 on January 1, 2017. July 1, 2017 and thereafter, indexed to CPI. NOTE: Applies after 90 days of employment for new employees; applies only for work done in the county; must perform at least two hours of work in a two hour period in the county to be entitled to the minimum wage.
Kansas	\$7.25	Excludes from coverage any employment subject to FLSA when state rate is higher than federal rate.
Kentucky	\$7.25	Adopts the federal minimum wage rate by reference if the federal rate is greater than the state rate.

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- <i>Lexington</i>		Minimum wage of \$8.20 beginning July 1, 2016, increasing to \$9.15 on July 1, 2017 and \$10.10 on July 1, 2018.
- <i>Louisville Metro</i>	\$7.75	Increasing to \$8.25 on July 1, 2016 and \$9.00 on July 1, 2017. Thereafter, increases each July 1 based on CPI.
Louisiana	No provision.	
Maine	\$7.50	Adopts the federal minimum wage rate by reference if the federal rate is greater than the state rate, except any such increase is limited to no more than \$1 per hour above the current legislated state rate.
- <i>Bangor</i>		Minimum wage of \$8.25 effective January 1, 2017, increasing to \$9.00 on January 1, 2018 and \$9.75 on January 1, 2019. Thereafter, indexed to CPI.
- <i>Portland</i>	\$10.10	Increasing to \$10.68 on January 1, 2017, beginning in 2018, increases every July 1 based upon the CPI.
Maryland	\$8.25	Increasing to \$8.75 on July 1, 2016, \$9.25 on July 1, 2017, and \$10.10 on July 1, 2018. Adopts the federal minimum wage rate by reference if federal rate is greater than state rate.
- <i>Montgomery County</i>	\$9.55	Increasing to \$10.75 on July 1, 2016 and \$11.50 on July 1, 2017. Applies to all work done by employees in this county.
- <i>Prince George's County</i>	\$9.55	Increasing to \$10.75 on July 1, 2016 and \$11.50 on July 1, 2017. Applies to all work done by employees in this county.
Massachusetts	\$10.00	Increasing to \$11 on January 1, 2017. Automatically increases to 10 cents above the federal minimum wage if the federal rate becomes equal or higher to the state rate.
Michigan	\$8.50	Increasing to \$8.90 on January 1, 2017 and \$9.25 on January 1, 2018. Excludes from coverage any employment subject to FLSA when state rate is higher than federal rate.

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Minnesota	\$9.00	Increases to \$9.50 on August 1, 2016. Small employer (annual receipts of less than \$500,000) \$7.25; increasing to \$7.75 on August 1, 2016.
Mississippi	No provision.	
Missouri	\$7.65	Adjusts annually on January 1st based on a cost of living formula. Employers engaged in retail or service business whose annual gross income is less than \$500,000 are not required to pay the state minimum wage. Excludes from coverage any employment subject to FLSA.
Montana	\$8.05	Adjusts annually on January 1st based on a cost of living formula. Rate is \$4 for businesses with a gross annual sales of \$110,000 or less.
Nebraska	\$9.00	
Nevada	\$8.25	\$7.25 if employer provides health benefits.
New Hampshire	\$7.25	Adopts the federal minimum wage rate by reference if the federal rate is greater than the state rate.
New Jersey	\$8.38	Adjusts annually on January 1st based on cost of living formula.
New Mexico	\$7.50	
- <i>Albuquerque</i>	\$8.75	Applies to all employers who are required to have a business license or business registration from Albuquerque; those employers must pay the minimum wage to employees who work within the city for at least two hours per week.
- <i>Bernalillo County</i>	\$8.65	Applies to all employers who are required to have a business license or business registration from the county; those employers must pay the minimum wage to employees who work within the county for at least two hours per week.

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- <i>Santa Fe</i>	\$10.84	Applies to all employers who are required to have a business license or business registration from the city of Santa Fe and nonprofit organizations; those employers must pay the minimum wage to employees for all hours worked within Santa Fe that month.
- <i>Santa Fe County</i>	\$10.66	
- <i>Las Cruces</i>	\$8.40	Increasing to \$9.20 on January 1, 2017 and \$10.10 on January 1, 2019.
New York	\$9.00	Effective December 31, 2015. Adopts the federal minimum wage rate by reference if the federal rate is greater than the state rate. NOTE: Rates are different for workers in the fast food industry and tipped workers.
North Carolina	\$7.25	
North Dakota	\$7.25	
Ohio	\$8.10	Subject to automatic adjustment each January 1st based on Constitutional amendment. \$7.25 for those employers grossing \$297,000 or less.
Oklahoma	\$7.25	Adopts the federal minimum wage rate. Employers with gross annual sales of less than \$100,000 and fewer than 10 employees, rate of \$2. Excludes from coverage any employment subject to FLSA.
Oregon	\$9.25	Adjusts annually on January 1st for inflation.
Pennsylvania	\$7.25	

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Puerto Rico	\$7.25	The federal minimum wage automatically applies to businesses and employees covered under the FLSA. The minimum wage for employees who are not covered under the FLSA is equal to at least 70 percent of the current minimum wage or the applicable mandatory decree rate, whichever is higher; currently \$5.08. The Secretary of Labor and Human Resources in Puerto Rico is authorized to reduce the percentage for any employer who can show that the 70% rate would substantially curtail employment in that business. Excludes from coverage any employment subject to FLSA.
Rhode Island	\$9.60	
South Carolina	No provision.	
South Dakota	\$8.55	Indexed to inflation.
Tennessee	No provision.	
Texas	\$7.25	Excludes from coverage any employment subject to FLSA. Adopts the federal minimum wage rate.
Utah	\$7.25	Excludes from coverage any employment subject to FLSA. Adopts the federal minimum wage rate.
Vermont	\$9.60	Increasing to \$10.00 on January 1, 2017 and \$10.50 on January 1, 2018. Adopts the federal minimum wage rate by reference if the federal rate is greater than the state rate.
Virgin Islands	\$7.25	\$4.30 for businesses with gross annual receipts of less than \$150,000.
Virginia	\$7.25	Excludes from coverage any employment subject to FLSA. Adopts the federal minimum wage rate.
Washington	\$9.47	Adjusts annually on January 1 based upon percentage increase of the Consumer Price Index for urban earners and clerical workers.

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- <i>Seattle</i>	<p>501+ employees: \$13</p> <p>501+ employees with medical benefits: \$12.50</p> <p>1-499 employees: \$10.50</p> <p>1-499 employees; must pay employees an hourly minimum compensation (this includes money contributed to health benefits, commissions, bonuses, tips) of: \$12</p>	<p>For employers of more than 500 employees in the U.S.: increasing to \$15 as of January 1, 2017.</p> <p>For employers of more than 500 employees in the U.S. with medical benefits: increasing to \$13.50 as of January 1, 2017, and \$15.00 as of January 1, 2018.</p> <p>Employers of 500 or fewer employees in the U.S.: minimum wage increases by \$0.50 every January 1 through 2019, increasing to \$13.50 as of January 1, 2020, \$15 as of January 1, 2021, \$15.75 as of January 1, 2022, \$16.50 as of January 1, 2023, \$17.25 as of January 1, 2024.</p> <p>Employers of 500 or fewer employees in the U.S. must pay employees an hourly minimum compensation (this includes money contributed to health benefits, commissions, bonuses, tips) of: \$12; increasing to \$13 on January 1, 2017, \$14 on January 1, 2018, \$15.00 on January 1, 2019, and \$15.75 on January 1, 2020.</p>
- <i>SeaTac</i>	\$15.24	Applies only to employees in the hospitality and transportation industry, see SeaTac Municipal Code Section 7.45.
- <i>Tacoma</i>		\$10.35 an hour beginning February 1, 2016; increasing to \$11.15 on January 1, 2017 and \$12 on January 1, 2018. Annually adjusted by the rate of inflation beginning January 1, 2019.
West Virginia	\$8.75	
Wisconsin	\$7.25	
Wyoming	\$5.15	