

High Level Comparison of 51 Jurisdictions (for purposes of this summary, we include cities, counties and states where enactment dates have varied)

Min. hours work in order to be in scope	Anyone working at least 2 hours/week = 27	Anyone working at least 2 hours/ 2-week period = 1 (Seattle)	Anyone working 25+ hours in a calendar year = 1 (Flagstaff)	Anyone who performs at least 20 hours of work in a calendar year = 1 (St. Louis) Anyone who works for more than 80 hours in a calendar year = 1 (Tacoma)	Not specified in ordinance = 20 (mostly states and counties)
Upper cap (before CPI) (where tiered wage amounts, median reflects calculation as to upper wage number)	<\$10 = 6	\$10 - <\$12 = 12	\$12 - <\$15 = 11	\$15 = 21	>\$15 = 1
Indexed or not	Yes = 47	No = 4			
Tips as part of wage	Yes = 24 <u>But:</u> 3 phase out when max threshold is reached (Seattle, New York, Flagstaff)	No = 27			
Healthcare as part of wage	Yes = 4 (Montgomery County, Richmond, Albuquerque, Seattle)	No = 44			
Carve outs for business size	Yes = 13 <u>But:</u> 9 simply have longer phase in periods	<u>4 are true carve outs:</u> <ul style="list-style-type: none"> Arkansas (3 or less employees) Arizona (anyone making <\$500K in revenue) Chicago (3 or less employees) St. Louis (anyone making <\$500K in revenue) 	No = 38		
Carve outs for youth	Yes = 26 <u>But:</u> 10 phase out after a specific time of employment	No = 25	<u>Note: phase in can occur multiple ways (even in same jurisdiction):</u> 9 phase out over a period of time ranging 90 days of employment to up to 6 months 3 phase in gradually based on whether youth is employed by a nonprofit or a governmental entity		
Phase in periods (for purposes of this grouping, we've used the longest phase in period)	< 3 years = 10	3 years = 11	4 years = 16	5 years = 4	6-8 years = 10
Of the 15 jurisdictions that have different phase in periods to reach universal min wage for their area (tiered phase in) – 9 do for business size, but have 2 or 3 tiers or phase in periods	<u>7 do so for business size in 2 tiers</u> Cupertino: 3 yrs large vs. 4 yrs small Emeryville: 1 yr large vs. 4 years small LA/LA Cty/Malibu/Pasadena: 5 yrs large vs. 6 yrs small CA state: 6 yrs large vs. 7 yrs small	<u>2 do so for business size in 3 tiers</u> NY: depending on location, anywhere between 3=6 yrs, with NYC having 3 tiers Seattle: depending on size and health/tips, anywhere between 3 yrs (large biz, no health)to 7 years (small with health/tips)	<u>4 do so for tipped vs. non-tipped</u> Flagstaff: 6 yrs tipped vs. 8 years non-tipped Chicago/Cook Cty: 3 yrs tipped vs. 5 yrs non-tipped	<u>1 does it for youth</u> Berkeley: 3 yrs all vs 5 yrs youth	<u>1 does it for nonprofit</u> San Mateo: 3 yrs all vs. 4 yrs nonprofits
Top min wage amount as % of 2016 median wage (where there are varying tiered wage amounts, median reflects calculation as to upper wage number) <u>Minneapolis 2016 median metro wage = \$20.76</u>	<50% = 6 Equates to \$10.38/hr for Mpls-St. Paul	Between 50-60% = 21 Equates to = \$10.38-\$12.46 /hr for Mpls-St. Paul	Between 60-70% = 15 Equates to \$12.46-\$14.53/hr for Mpls-St. Paul	Between 70-80% = 8 Equates to \$14.53-\$16.61 /hr for Mpls-St. Paul	80+ % = 1 This equates to >above \$16.61/hr for Mpls-St. Paul

Other benchmarks

Federal Min Wage	<ul style="list-style-type: none"> \$7.25 an hour 	Tipped workers: \$2.13/hour Tipped worker = anyone who customarily and regularly receives more than \$30/month in tips	Youth: \$4.25/hr for workers under 20 during first consecutive 90 days of employment
State Min Wage	<ul style="list-style-type: none"> \$9.50/hr large employers - >\$500K revenue \$7.75/hr small employers - <\$500K revenue All to be indexed as of 2018 	<ul style="list-style-type: none"> \$7.75 – 90 day training wage for those under 20 years \$7.75 – youth wage for those under 18 	Tips cannot be included
City of Minneapolis (as employer) Living Wage	<ul style="list-style-type: none"> \$13.01/hr (if providing basic health insurance) \$15.38/hr (if no insurance provided) 	Minneapolis requires businesses that receive \$100,000 or more in financial assistance or contracts to pay a “living wage”	Living Wage is indexed at 130% of the federal poverty level for a family of four if no health insurance is provided or 110% of the federal poverty level for a family of four for businesses that provide basic health insurance

Additional notes re: MN State Min Wage:

- Defines employee broadly, but does not include min. hours. In conversations with Civil Rights, we've been informed they assume min. wage applies to anyone working however many hours they work (whether 1 hour or 200).
- Exempts the following from definition of "employer": certain agro workers; anyone employed on a seasonal basis in licensed youth camp per statute; bona fide executive, administrative, or professional capacity, or a salesperson who conducts no more than 20% of sales on the premises of the employer; any individual who renders service gratuitously for a nonprofit organization; elected officials for a political subdivision or serving on govt. board, commission, committee or other similar body, or who renders service gratuitously for a political subdivision; anyone employed by a political subdivision to provide police or fire protection services; anyone employed by a political subdivision who is ineligible for PERA membership; taxicab drivers; babysitters if sole practitioners; anyone employed on a seasonal basis in a carnival, circus, fair, or ski facility; any individual under 18 working less than 20 hours per workweek for a municipality as part of a recreational program; any individual employed by the state as a natural resource manager 1, 2, or 3 (conservation officer); any individual in a position for which the United States Department of Transportation has power to establish qualifications and maximum hours of service under United States Code (drivers, drivers' helpers, mechanics and loaders); any individual employed as a seafarer; any individual employed by a county in a single-family residence owned by a county home school ; and nuns, monks, priests, lay brothers, lay sisters, ministers, deacons, and other members of religious orders who serve pursuant to their religious obligations in schools, hospitals, and other nonprofit institutions operated by the church or religious order.

Comparison of peer jurisdictions that have enacted minimum wage laws

State	City/County population	Year enacted	Applies to	Upper limit before reverting to CPI inflator (and % of this to May 2016 median wage)	Exceptions based on employer size	Exceptions for tipped employees	Exceptions for youth	Phase in period	Wage before first increase	YR1	YR2	YR3	YR4	YR5	YR6	YR7	Additional notes	
AR	State Population: 2,988,248	2014	<p>Employees: anyone employed by an employer [hours not defined]</p> <p>Excludes:</p> <ul style="list-style-type: none"> - executive, administrative or professional employees - outside commission-paid salesmen - Some farm laborers. - Independent contractors. - Federal employees <p>Apprentices, learners and workers with disabilities may be paid 85% min wage with a valid state certificate</p> <p>Employer: anyone acting directly or indirectly in the interest of an employer in relation to an employee</p>	<p>\$8.50</p> <p>Median = \$14.48</p> <p>MW as % of median = 58.7%</p>	Exempts employers with 3 or less employees	Yes, as per fed law	Students attending an accredited institution in the state and who work 20 hours or less during school session (or 40 otherwise) may be paid at \$85% of min wage	3 years	\$6.25	\$7.50 (2015)	\$8 (2016)	\$8.50 (2017)						The employer may offset a portion of the minimum wage for housing and meal costs
AZ	Flagstaff Population: 70,320	2016	<p>Employees: any person who works or is expected to work 25 hours or more in any given calendar year within the geographic boundaries of the City for an employer</p> <p>Employer: anyone acting directly or indirectly in the interest of an employer in relation to an employee Excludes: State and the US govt.</p>	<p>\$15.50</p> <p>Median = \$16.30</p> <p>MW as % of median = 95.1%</p>	No	<p>Yes:</p> <p>2017: \$3 less 2022: \$2.50 less 2023: \$2 less 2024: \$1.50 less 2025: \$1.00 less</p> <p>Tipped Employee" means an employee who customarily and regularly receives more than \$30 a month in tips, has been informed by the employer in writing about the tip notice provisions required by this chapter, and retains all tips that he or she receives</p> <p>Requires that the</p>	No	6 years for all but tipped employees 8 years tipped employees	\$8.05	\$10.50 (2017)	\$11 (2018)	\$12 (2019)	\$13 (2020)	\$15 (2021)	15.50 (2022)		<p>Initially approved in 2016, a subsequent amendment arose in 2017 that extended the implementation to 2022 (where it reaches \$15.50/hr, though \$15/hr is still reached in 2021)</p> <p>Rationale was that the first raise from \$8.50 to \$12 would be too drastic and thus they voted to start first increase at \$10.50</p>	

State	City/County population	Year enacted	Applies to	Upper limit before reverting to CPI inflator (and % of this to May 2016 median wage)	Exceptions based on employer size	Exceptions for tipped employees	Exceptions for youth	Phase in period	Wage before first increase	YR1	YR2	YR3	YR4	YR5	YR6	YR7	Additional notes
						employer establish they have paid appropriate wages & that the employee has been informed in writing by the employer of this provision											
AZ	State Population: 6,931,071	2016	Employee: any employee except parent/sibling; casual babysitters [hours unspecified in ordinance] Employer: anyone acting directly or indirectly in the interest of an employer in relation to an employee Excludes: State of Arizona employees, US govt., small businesses, A person who is employed by a parent or a sibling. Casual babysitters in a person's home; person employed by parent or sibling; volunteers	\$12 Median = \$17.05 MW as % of median = 70.4%	Exempts small business = anyone making <500K in gross annual revenue	Yes; can pay a maximum of \$3.00/hr less than non-tipped employees, provided that the tipped employees earn at least minimum wage for all hours worked each week (when tips are included).	No	4 years	\$8.05	\$10.00 (2017)	\$10.50 (2018)	\$11 (2019)	\$12 (2020)				
CA	Berkeley Population: 117,384	2016	Employees: anyone working inside city limits who works at least two hours of work in a particular week for an employer within the geographic boundaries of the City	\$15 Median = \$24.90 MW as % of median = 60.2%	No	No	Allows for a youth/job training wage if operated by a nonprofit or governmental entity Rate on Oct. 2017 = \$12 and increases \$1.25/hr until the wage level is equal to other general min wage levels Once that level is reached, subsequent increases shall be at the same level as required for all employees	3 years 5 for youth	\$11	\$12.53 (2016)	\$13.75 (2017)	\$15 (2018)					Prior to 2016, ordinance allowed for exemptions for standby/on call employees and for job training participants under 25 when the job training was operated a nonprofit or governmental program. Council eliminated these exceptions in 2016

State	City/County population	Year enacted	Applies to	Upper limit before reverting to CPI inflator (and % of this to May 2016 median wage)	Exceptions based on employer size	Exceptions for tipped employees	Exceptions for youth	Phase in period	Wage before first increase	YR1	YR2	YR3	YR4	YR5	YR6	YR7	Additional notes
CA	Cupertino Population: 60,171	2016	Employees: anyone who performs at least two hours or more per week of work in the City limits. Employers: those that "maintain a place of business in Cupertino or are subject to licensing in the City"	\$15 Median = \$28.70 MW as % of median = 52.3%	Creates a longer phase in period for employers with 25 or less FTEs	No Does allow for commissions to be considered when earned & paid together and are equal or greater to min wage	No	3 years	\$10	\$12 (2017)	\$13.50 (2018)	\$15 (2019)					
CA	El Cerrito Population: 24,418	2015	Employees anyone working inside city limits who work at least two hours of work in a particular week for an employer within the geographic boundaries of the City Employers: anyone who conducts business in the City or maintains a business facility	\$15 Median = \$22.85 MW as % of median = 65.6%	No	No Does allow for commissions to be taken into account when earned and paid together to the employee and are equal or greater to minimum wage	No	4 years	\$10	11.60 (2016)	\$12.25 (2017)	\$13.60 (2018)	\$15 (2019)				
CA	Emeryville Population: 10,830	2015	Employee: Any person who performs at least two hours of work during a calendar week within the geographic boundaries of the City Employer: anyone subject to the City's business license requirements or maintains a business facility in the City	Large biz: \$14.44 Small biz: \$15 Median = \$24.90 MW as % of median = 58.0% [large biz] 60.2% [small biz]	Longer phase in period for employers with 55 or less employees	No	An employee, who is a learner, as defined by state, shall be paid no less than 85% of min wage for the first 160 hours of employment. After 160+hours, regular min wage applies	4 years	\$9	Large biz: \$14.44 (2015) Small biz: \$12.25 (2015)	Small biz: \$13 (2016)	Small biz: \$14 (2017)	Small biz: \$15 (2018)				
CA	Los Altos Population: 8,314	2016	Employee: any person who performs at least two hours of work during a calendar week within the geographic boundaries of the City Employer: anyone subject to the City's business license requirements or maintains a business facility in the City	\$15 Median = \$28.70 MW as % of median = 52.3%	No	No Does allow for commissions to be taken into account when earned and paid together to the employee and are equal or greater to minimum wage	No	3 years	\$9	\$12 (2017)	\$13.50 (2018)	\$15 (2019)					The employer may offset a portion of the minimum wage for housing and meal costs only if the offsets are the same as those available under the California Minimum Wage Law. The offsets shall only be recognized if there is a prior voluntary agreement between the employer and the employee Requires an annual review to ensure

State	City/County population	Year enacted	Applies to	Upper limit before reverting to CPI inflator (and % of this to May 2016 median wage)	Exceptions based on employer size	Exceptions for tipped employees	Exceptions for youth	Phase in period	Wage before first increase	YR1	YR2	YR3	YR4	YR5	YR6	YR7	Additional notes
																	the economy can support a min wage increase by looking at employment rates and sales/tax receipts, and if conditions not met, council can temporarily suspend a particular wage increase
CA	Los Angeles Population: 10,137,915	2016	Employee: any person who performs at least two hours of work during a calendar week within the geographic boundaries of the City Employer: anyone subject to the City's business license requirements or maintains a business facility in the City	\$15 Median = \$19.08 MW as % of median = 78.6%	Provides different implementation timetable for those with 25 or less employees	No	14-17 year olds shall be paid not less than 85% of min wage during their first 160 hours of employment. After 160+ hours, regular min wage applies	5 years large biz 6 years small biz	Large biz: \$10 Small biz: \$10.50	Large biz: \$10.50 (2016) Small biz: NA	Large biz: \$12 (2017) Small biz: NA	Large biz: \$13.25 (2018) Small biz: \$12 (2018)	Large biz: \$14.25 (2019) Small biz: \$13.25 (2019)	Large biz: \$15 (2020) Small biz: \$14.25 (2020)	Large biz: NA Small biz: \$15 (2021)		Nonprofits can apply for a limited exemption to pay an employee holding a transitional job during the first 18 months of employment in the transitional job. The intent of this limited exemption is to create opportunities for the hardest to employ in the City, and shall be construed strictly in its application to an employer seeking to qualify as a "Non-Profit/Transitional Employer." Also allows for a nonprofit exemption (deferral) where there is compelling evidence that: (a) the CEO/highest paid employee earns a salary which, when calculated on an hourly basis, is < five times the lowest wage paid by the corporation or (b) it is a Transitional Employer per code or (c) it serves as a child care provider or (d) it is funded primarily by city, county, state or federal grants or reimbursements
CA	Los Angeles County Population: 10,137,915	2016	Employee: any person who performs at least two hours of work during a calendar week within the geographic boundaries of the county Employer: Anyone who directly or indirectly employs or controls wages of above defined employee	\$15 Median = \$19.08 MW as % of median = 78.6%	Allows businesses with 25 or less employees to start 1 year later	No	No	5 years large biz 6 years small biz	Large biz: \$10 Small biz: \$10.50	Large biz: \$10.50 (2016) Small biz: NA	Large biz: \$12 (2017) Small biz: NA	Large biz: \$13.25 (2018) Small biz: \$12 (2018)	Large biz: \$14.25 (2019) Small biz: \$13.25 (2019)	Large biz: \$15 (2020) Small biz: \$14.25 (2020)	Small biz: \$15 (2021)		
CA	Malibu Population: 12,856	2016	Employee: any person who performs at least two hours of work during a calendar week within the geographic boundaries of the county Employer: anyone who directly or indirectly employs or controls wages of above defined employee	\$15 Median = \$19.02 MW as % of median = 78.9%	Allows businesses with 25 or less employees to start 1 year later	No	No	5 years large biz 6 years small biz	Large biz: \$10 Small biz: \$10.50	Large biz: \$10.50 (2016) Small biz: NA	Large biz: \$12 (2017) Small biz: NA	Large biz: \$13.25 (2018) Small biz: \$12 (2018)	Large biz: \$14.25 (2019) Small biz: \$13.25 (2019)	Large biz: \$15 (2020) Small biz: \$14.25 (2020)	Small biz: \$15 (2021)		

State	City/County population	Year enacted	Applies to	Upper limit before reverting to CPI inflator (and % of this to May 2016 median wage)	Exceptions based on employer size	Exceptions for tipped employees	Exceptions for youth	Phase in period	Wage before first increase	YR1	YR2	YR3	YR4	YR5	YR6	YR7	Additional notes
CA	Milpitas Population: 71,533	2017	Employee: any person who performs at least two hours of work during a calendar week within the geographic boundaries of the City Employer: anyone subject to the City's business license requirements or maintains a business facility in the City	\$15 Median = \$28.70 MW as % of median = 52.3%	No	No	No	3 years	\$10	\$11 (2017)	\$12 (Jan 2018) and again \$13.50 (July 2018)	\$15 (2019)					The employer may offset a portion of the minimum wage for housing and meal costs only if the offsets are the same as those available under the California Minimum Wage Law. The offsets shall only be recognized if there is a prior voluntary agreement between the employer and the employee Requires city to perform financial analysis (combo of employment rates and sales/tax revenues) each year to certify that the min wage increase can be supported by local economy and allows for suspension of increases if the answer is no
CA	Mountain View Population: 3,088	2015	Employee: anyone who performs at least two hours of work per week in the city Employer: anyone subject to local business license tax OR who maintain a facility in the city	\$15 Median = \$28.70 MW as % of median = 52.3%	No	No	No	3 years	\$10.30	\$11 (2016)	\$13 (2017)	\$15 (2018)					
CA	Oakland Population: 1,243,970	2014	Employee: any person who performs at least two hours of work during a calendar week within the geographic boundaries of the City Employer: anyone subject to the City's business license requirements or maintains a business facility in the City	\$12.25 Median = \$24.90 MW as % of median = 51.6%	No	No	No	1 year	\$9	\$12.25 (2015)							
CA	Palo Alto Population: 9,047	2016	Employee: any person who performs at least two hours of work during a calendar week within the geographic boundaries of the City Employer: anyone who is either subject to the city's business registry requirements, conducts business in Palo Alto or maintains a business facility in the city	\$15 Median = \$28.70 MW as % of median = 52.3%	No	No	No	4 years	\$9	\$11 (2016)	\$12 (2017)	\$13.50 (2018)	\$15 (2019)				

State	City/County population	Year enacted	Applies to	Upper limit before reverting to CPI inflator (and % of this to May 2016 median wage)	Exceptions based on employer size	Exceptions for tipped employees	Exceptions for youth	Phase in period	Wage before first increase	YR1	YR2	YR3	YR4	YR5	YR6	YR7	Additional notes
			Exceptions: state, federal and county agencies, including school districts if work performed is related to their governmental function; defined "auxiliary" organizations														
CA	Pasadena Population: 153,036	2016	Employee: any person who performs at least two hours of work during a calendar week within the geographic boundaries of the City Employer: anyone who employs or exercises control over the wages, hours or working conditions of any other person.	Large biz: \$13.25 Small biz: \$12 Median = \$19.08 MW as % of median = 69.4% [large biz] 62.9% [small biz]	Provides different implementation timetable for those with 25 or less employees	No	An employee, who is a learner, as defined by state, shall be paid no less than 85% of min wage for the first 160 hours of employment. After 160+hours, regular min wage applies	5 years large biz 6 years small biz	Large biz: \$10 Small biz: \$10.50	Large biz: \$10.50 (2016) Small biz: NA	Large biz: \$12 (2017) Small biz: NA	Large biz: \$13.25 (2018) Small biz: \$12 (2018)					Nonprofits can apply for a limited exemption to pay an employee holding a transitional job during the first 18 months of employment in the transitional job. The intent of this limited exemption is to create opportunities for the hardest to employ in the City, and shall be construed strictly in its application to an employer seeking to qualify as a "Non-Profit/Transitional Employer." Also allows for a nonprofit exemption (deferral) where there is compelling evidence that: (a) the CEO/highest paid employee earns a salary which, when calculated on an hourly basis, is < five times the lowest wage paid by the corporation or (b) it is a Transitional Employer per code or (c) it serves as a child care provider or (d) it is funded primarily by city, county, state or federal grants or reimbursements
CA	Richmond Population: 107,597	2014	Employee: any person who performs at least two hours of work during a calendar week within the geographic boundaries of the City Excludes employees who receive 50% or more of his/her income from government grants, reimbursement programs, or vouchers, where the funding agency providing the grants, reimbursement programs, or vouchers specifies the amount of funding being provided for the employee's compensation	\$13 Median = \$24.90 MW as % of median = 52.2%	No	No	Exempts city's youth program for 15-21 year olds	5 years	\$9	\$9.60 (2015)	\$11.52 (2016)	\$12.30 (2017)	\$13 (2018)				If the employer pays at least \$1.50/hr per employee towards an employee medical benefits plan, the employer can pay \$1.50 less than full min wage Also includes an Intermediate Min Wage where the employer's goods and services produced by the Employer in Richmond are delivered or shipped outside the city

State	City/County population	Year enacted	Applies to	Upper limit before reverting to CPI inflator (and % of this to May 2016 median wage)	Exceptions based on employer size	Exceptions for tipped employees	Exceptions for youth	Phase in period	Wage before first increase	YR1	YR2	YR3	YR4	YR5	YR6	YR7	Additional notes	
			<p>Employer: anyone who employs or exercises control over the wages, hours or working conditions of any employee</p> <p>Excludes any small business who pays for less than 800 hours of employee labor during a given two-week period</p>															
CA	San Diego Population: 1,359,791	2014	<p>Employee: any person who performs at least two hours of work during a calendar week within the geographic boundaries of the City</p> <p>Employer: who exercises control over the wages, hours, or working conditions of any employee, but does not include a person receiving services under the California In-Home Supportive Services program pursuant to Welfare and Institutions Code</p>	<p>\$11.50</p> <p>Median = \$19.80</p> <p>MW as % of median = 58.1%</p>	No	No	Excludes any person employed under a publicly subsidized summer or short-term youth job program; or any student employee, camp counselor, or program counselor of an organized camp	3 years	\$9	\$9.75 (2015)	\$10.50 (2016)	\$11.50 (2017)						
CA	San Francisco Population: 840,763	2014	<p>Employees: anyone who works at least two hours of work in a particular week for an employer within the geographic boundaries of the city</p> <p>Employers: anyone who employs or exercises control over the wages, hours or working conditions of any employee</p>	<p>\$15</p> <p>Median = \$24.90</p> <p>MW as % of median = 60.2%</p>	No	No, but includes any compensation that is received in the form of salary, hourly pay, piece rate, commissions, and non-discretionary performance bonuses	No	4 years	\$11.05	\$12.25 (2015)	\$13 (2016)	\$14 (2017)	\$15 (2018)					The employer may offset a portion of the minimum wage for housing and meal costs only if the offsets are the same as those available under the California Minimum Wage Law. The offsets shall only be recognized if there is a prior voluntary agreement between the employer and the employee
CA	San Jose Population: 1,000,860	2016	<p>Employee: anyone who works at least two hours of work in a particular week for an employer within the geographic boundaries of the city</p> <p>Employer: anyone who</p>	<p>\$15</p> <p>Median = \$28.70</p> <p>MW as % of median = 52.3%</p>	No	No	\$10 for Youth Training Program Employees in 2014 and thereafter to increase per CPI	4 years	\$8	\$10.50 (2016)	\$12 (2017)	\$13.50 (2018)	\$15 (2019)					<p>Caps CPI increase to no more than 5%</p> <p>Requires city to perform financial analysis (combo of employment rates and sales/tax revenues) each year to certify that the min wage increase can be supported by local economy and allows for suspension of increases if</p>

State	City/County population	Year enacted	Applies to	Upper limit before reverting to CPI inflator (and % of this to May 2016 median wage)	Exceptions based on employer size	Exceptions for tipped employees	Exceptions for youth	Phase in period	Wage before first increase	YR1	YR2	YR3	YR4	YR5	YR6	YR7	Additional notes
			employs or exercises control over the wages, hours or working conditions of any employee and who is either subject to the city's Business License Tax Chapter of the municipal code or maintains a facility in the City														the answer is no
CA	San Leandro Population: 88,329	2016	Employees: anyone who works at least two hours of work in a particular week for an employer within the geographic boundaries of the city Employer: any person receiving or holding a business license, or who employs or exercises control over the wages, hours or working conditions of any employee	\$15 (not indexed) Median = \$22.85 MW as % of median = 65.6%	No	No	Employees up to 25 years of age who are employed by a non-profit or governmental entity for after-school or summer employment, or as a student intern, or as a volunteer, or as a trainee for a period not longer than 120 days	4 years	\$10.50	\$12 (2017)	\$13 (2018)	\$14 (2019)	\$15 (2020)				
CA	San Mateo Population: 101,335	2016	Employee: any person who performs at least two hours of work during a calendar week within the geographic boundaries of the city Employer: anyone who employs or exercises control over the wages, hours or working conditions of any other person	\$15 Median = \$24.90 MW as % of median = 60.2%	No	No	No	3 years 4 years for nonprofits	\$10	\$12 (2017) NA Non-profits	\$13.50 (2018) Non-profit \$12 (2018)	\$15 (2019) Non-profit \$13.50 (2019)	Non-profit \$15 (2020)				

State	City/County population	Year enacted	Applies to	Upper limit before reverting to CPI inflator (and % of this to May 2016 median wage)	Exceptions based on employer size	Exceptions for tipped employees	Exceptions for youth	Phase in period	Wage before first increase	YR1	YR2	YR3	YR4	YR5	YR6	YR7	Additional notes
CA	Santa Clara Population: 121,374	2015	Employee: any person who performs at least two hours of work during a calendar week within the geographic boundaries of the City Employer: anyone who employs or exercises control over the wages, hours or working conditions of any employee, is subject to the city's business tax code, or maintains a facility in the City	\$11 Median = \$28.70 MW as % of median = 38.7%	No	No	No	1 year	\$10	\$11 (2016)							The employer may offset a portion of min wage for housing and meal costs only if the offsets are the same as those available under the California minimum wage law, and only if there is a prior voluntary agreement between the employer and the employee
CA	Sunnyvale Population: 148,178	2014 (2016 amended)	Employee: any person who performs at least two hours of work during a calendar week within the geographic boundaries of the city Employer: anyone who employs or exercises control over the wages, hours or working conditions of any employee, is subject to the city's business tax code, or maintains a facility in the city	\$15 Median = \$28.70 MW as % of median = 52.3%	No	No	No	4 years	\$9	\$10.30 (2015)	\$11 (2016)	\$13 (2017)	\$15 (2018)				
CA	State Population: 39,250,017	2016	Employee: anyone performing any kind of compensable work for the employer who is not a bona fide independent contractor would be considered and counted as an employee, including salaried executives, part-time workers, minors, and new hires Employer: anyone who employs or exercises control over the wages, hours, or working conditions of any person [and] includes the state, political subdivisions of the state, and municipalities	\$15 Median = \$19.67 MW as % of median = 76.3%	Provides different implementation timetable for those with 25 or less employees	No	No	6 years large biz 7 years small biz	\$10	Large biz: \$10.50 Small biz: \$10 (2017)	Large biz: \$11 Small biz: \$10.50 (2018)	Large biz: \$12 Small biz: \$11 (2019)	Large biz: \$13 Small biz: \$12 (2020)	Large biz: \$14 Small biz: \$13 (2021)	Large biz: \$15 Small biz: \$14 (2022)	Small biz: \$15 (2023)	Exception for "learners," regardless of age, who may be paid not less than 85% of the minimum wage rounded to the nearest nickel during their first 160 hours of employment in occupations in which they have no previous similar or related experience The employer may offset a portion of min wage for housing and meal costs, and only if there is a prior voluntary agreement between the employer and the employee
CO	State Population:	2016	Applies to private sector employers and employees in Colorado in the following 4	\$12 Median =	No	Employers must pay a wage of at least \$6.28/hr and make up	Minors under 18 may be paid \$7.91/hr	4 years	\$8.31	\$9.30 (2017)	\$10.21 (2018)	\$11.10 (2019)	\$12 (2020)				Employees with physical disability certified by the Director may be paid \$7.91 per hour.

State	City/County population	Year enacted	Applies to	Upper limit before reverting to CPI inflator (and % of this to May 2016 median wage)	Exceptions based on employer size	Exceptions for tipped employees	Exceptions for youth	Phase in period	Wage before first increase	YR1	YR2	YR3	YR4	YR5	YR6	YR7	Additional notes
	5,540,545		<p>industries: 1. Retail and Service 2. Commercial Support Service 3. Food and Beverage 4. Health and Medical</p> <p>Employees: anyone performing labor or services for the benefit of an employer in which the employer may command when, where, and how much labor or services shall be performed [hours unspecified in law]</p> <p>Employers: anyone employing an employee as defined above Excludes: state, fed govts. And municipal subdivisions (incl. school district)</p>	<p>\$19.09</p> <p>MW as % of median = 62.9%</p>		<p>difference if tips don't reach min wage No more than \$3.02/hr can be used to offset tipped income</p> <p>Tipped employee = anyone who customarily and regularly receives more than \$30 per month</p>											<p>Up to \$25 per week for lodging furnished by the employer may count toward min wage</p> <p>Reasonable cost of meals provided to the employee may count toward MW</p>
CT	State Population: 3,576,452	2013	<p>Employee: anyone permitted to working [hours unspecified in law]</p> <p>Excludes: bona fide executive, administrative or professional capacity ("white collar exemptions"); anyone employed in camps/resorts that are open 6 months or less; anyone in domestic service in or about a private home (unless otherwise defined under FLSA); fed govt. employees; anyone engaged in the activities of an educational, charitable, religious, scientific, historical, literary or nonprofit organization where the employer-employee relationship does not in fact, exist or where the services rendered to such organizations are on a</p>	<p>\$10.10</p> <p>Median = \$21.68</p> <p>MW as % of median = 46.6%</p>	No	<p>Yes Up to 34.6% for waitpersons and 15.6% for bartenders (2014)</p> <p>Up to 36.8% for waitpersons and 18.5% for bartenders (2015-2017)</p>	Minors under 18 years of age employed by the state or political subdivision may be paid 85% of min wage for the first 200 hours of employment (except institutional training programs specifically exempted by the state)	3 years	\$8.70 (2014)	\$9.15 (2015)	\$9.60 (2016)	\$10.10 (2017)					

State	City/County population	Year enacted	Applies to	Upper limit before reverting to CPI inflator (and % of this to May 2016 median wage)	Exceptions based on employer size	Exceptions for tipped employees	Exceptions for youth	Phase in period	Wage before first increase	YR1	YR2	YR3	YR4	YR5	YR6	YR7	Additional notes	
			<p>voluntary basis, any individual employed as a head resident or resident assistant by a college or university ; babysitters; outside salesman ; any individual employed by a nonprofit theater, provided such theater does not operate for more than 7 months in any calendar year</p> <p>Employer: anyone acting directly as, or in behalf of, or in the interest of an employer in relation to employees</p>															
DC	Washington Population: 647,484	1992 (amend in 2004, 2013, & 2016)	<p>Employee: any person employed by an employer [hours undefined]</p> <p>Excludes: volunteers in educational, charitable, religious, or nonprofit organizations; any lay member elected or appointed to office within the discipline of any religious organization and engaged in religious functions; casual babysitter, in or about the residence of the employer; handicapped workers where employer has received an authorizing certificate from the Dept. of Labor; persons employed under Workforce Innovation and Opportunity Act; persons employed under Youth Employment Act; persons employed under Older Americans Act; students employed by institutions of higher education; persons employed in a bona fide executive, administrative,</p>	<p>\$15.00</p> <p>Median = \$25.13</p> <p>MW as % of median = 59.7%</p>	No	Yes, allows employers credit up to the federal min wage for tipped workers, but employer must meet certain notification requirements in advance including stating how much is given in tip credit and what additional amount is being claimed by the employer as a tip credit	No	7 years	\$8.25	\$9.50 (2014)	\$10.50 (2015)	\$11.50 (2016)	\$12.50 (2017)	\$13.25 (2018)	\$14 (2019)	\$15 (2020)	Employers may deduct \$2.12 for each meal made available. For four (4) hours or less of work, a maximum of one (1) meal deduction is allowed. For over four (4) hours of work, a maximum of two (2) meal deductions is allowed. For employees that live on the employer's premises, no more than \$6.36 per day can be deducted.	

State	City/County population	Year enacted	Applies to	Upper limit before reverting to CPI inflator (and % of this to May 2016 median wage)	Exceptions based on employer size	Exceptions for tipped employees	Exceptions for youth	Phase in period	Wage before first increase	YR1	YR2	YR3	YR4	YR5	YR6	YR7	Additional notes
			<p>professional, computer, or outside sales capacity; persons engaged in the delivery of newspapers to the home of the consumer</p> <p>Employer: anyone acting directly or indirectly in the interest of an employer in relation to an employee, but shall not include the U.S. or the District of Columbia</p>														
HI	State Population: 1,428,557	2014	<p>Employees: anyone employed by an employer [hours not specified in law]</p> <p>Excludes: anyone at a guaranteed compensation totaling \$2,000 or more a month; anyone in agro for any workweek in which the employer of the individual employs less than twenty employees or in agriculture for any workweek in which the individual is engaged in coffee harvesting; anyone in or about the home of the individual's employer; anyone in domestic service on a casual basis; anyone providing companionship services for the aged or inform; anyone who is a house parent in or about any home or shelter maintained for child welfare purposes by a charitable organization exempt from income tax; anyone employed by immediate family members; anyone in a bona fide executive, administrative, supervisory, or professional capacity or in the capacity of outside salesperson or as an outside collector; anyone in</p>	<p>\$10.10 (not indexed)</p> <p>Median = \$19.24</p> <p>MW as % of median = 52.5%</p>	No	<p>Yes: Up to .50¢ (2015) Up to .75¢ (2016-2018)</p> <p>Tipped employee = anyone who customarily and regularly receives more than \$20/month in tips</p>	Employers may pay 18 year olds and minors the youth minimum wage of \$4.25 for the first 90 days of employment	3 years	\$7.25	\$7.75 (2015)	\$8.50 (2016)	\$9.25 (2017)	\$10.10 (2018)				

State	City/County population	Year enacted	Applies to	Upper limit before reverting to CPI inflator (and % of this to May 2016 median wage)	Exceptions based on employer size	Exceptions for tipped employees	Exceptions for youth	Phase in period	Wage before first increase	YR1	YR2	YR3	YR4	YR5	YR6	YR7	Additional notes	
			<p>the propagating, catching, taking, harvesting, cultivating, or farming of any kind of fish, shellfish, crustacean, sponge, seaweed, or other aquatic forms of animal or vegetable life, including the going to and returning from work and the loading and unloading of such products prior to first processing; anyone ship or vessel and who has a Merchant Mariners Document issued by the US Coast Guard; anyone who is a driver of a vehicle carrying passengers for hire operated solely on call from a fixed stand; golf caddy; anyone employed by a nonprofit school during the time such individual is a student attending such school; anyone employed as a seasonal youth camp staff member in a resident situation in a youth camp sponsored by charitable, religious, or nonprofit organizations exempt from income tax; automobile salesperson</p> <p>Employers: acting directly or indirectly in the interest of an employer in relation to an employee</p> <p>Excludes: State or any political subdivision thereof or the US govt.</p>															
IL	Chicago Population: 2,717,534	2014	Employee: any person who performs at least two hours of work in a given 2-week period within the geographic boundaries of the city. Travel	\$13 Median = \$18.93	Excludes micro businesses with 3 or less employees (not counting employer's	Yes – requires employers to pay \$5.45 (2015), \$5.95 (2016), & then to increase with CPI up	Exempts publicly subsidized summer or other	Tipped employees: 3 years (to get to \$5.95)	\$8.25	\$10 (2015)	\$10.50 (2016)	\$11 (2017)	\$12 (2018)	\$13 (2019)				2014 Executive Order also required all City of Chicago contractors and subcontractors to pay their employees a minimum of \$13 per hour for work performed under a City contract and

State	City/County population	Year enacted	Applies to	Upper limit before reverting to CPI inflator (and % of this to May 2016 median wage)	Exceptions based on employer size	Exceptions for tipped employees	Exceptions for youth	Phase in period	Wage before first increase	YR1	YR2	YR3	YR4	YR5	YR6	YR7	Additional notes
			<p>time that is usually compensated (deliveries, sales calls, business travel etc.) is included, but uncompensated commuting time is not</p> <p>Employer: anyone who employs at least one covered employee maintains a business facility within the geographic boundaries of the city and/or is subject to 1 or more business license requirements in the City</p> <p>Excludes: employees taking part in government-subsidized temp. youth employment programs; employees taking part in government-subsidized transitional employment programs; employees of any governmental entity other than the City; certain employees exempted under state law, including: employees under 18 years of age (can pay 50 cents below state min wage; 18+ employees in first 90 days of employment (can pay 50 cents below state min wage); disabled employees & trainees taking part in a program for no more than 6 months (pending state approval)</p>	MW as % of median = 68.7%	immediate family)	to a capped increase of 2.5%	temporary youth employment program in which persons 24 years old or less are employed (or employment is coordinated by) a nonprofit organization or governmental entity	Non-tipped: 5 years									<p>called on sister agencies to do the same</p> <p>Ordinance also provides that there will be no increase if the unemployment rate in Chicago in the previous year was equal to or greater than 8.5%</p>
IL	Cook County Population: 5,203,499	2016	Same as above	Same as above	Same as above	Same as above	Same as above	Same as above	\$8.25	\$10 (2017)	\$11 (2018)	\$12 (2019)	\$13 (2020)				NOTE: municipalities can opt out at any time
MA	State	2014	Employee: all but those rehabilitated or trained in chari-	\$11	No	Yes; can be paid a service rate of	No	3 years	\$8	\$9 (2015)	\$10 (2016)	\$11 (2017)					The employer may offset a portion of min wage for housing and meal costs,

State	City/County population	Year enacted	Applies to	Upper limit before reverting to CPI inflator (and % of this to May 2016 median wage)	Exceptions based on employer size	Exceptions for tipped employees	Exceptions for youth	Phase in period	Wage before first increase	YR1	YR2	YR3	YR4	YR5	YR6	YR7	Additional notes
	Population: 6,811,779		table, educational or religious institutions; members of religious orders; agro workers; those in professional service; and outside sales persons [hours not specified in law] Employer: anyone who employs an employee or employees for wages, remuneration or other compensation	Median = \$22.45 MW as % of median = 49.0%		\$3.75/hour when said rate adds up to basic wage Tipped employee = anyone who receives \$20/month in tips											and only if there is a prior voluntary agreement between the employer and the employee
ME	Bangor Population: 32,695	2015	Employee: anyone who works for an employer as defined below [hours not specified in law] Excludes: anyone working for academic credit & persons expressly exempted under 26 M.R.S.A. § 663 (includes taxicab drivers, commercial fishermen, recreation camp employees, and some employees who earn their salary on a commission basis) Employer: anyone who employs or exercises control over an employee	\$9.75 Median = \$15.76 MW as % of median = 61.9%	No	Yes; for service employees (defined as anyone customarily and regularly receiving more than \$30/month on tips), employers may consider tips as part of min wage, but it cannot exceed 50% of regular min wageEmployers must inform the employee in advance	No	3 years	\$7.50	\$8.25 (2017)	\$9 (2018)	\$9.75 (2019)					
ME	Portland Population: 66,490	2015	Employee: anyone who works for an employer as defined below [hours not specified in law] Excludes: anyone working for academic credit & persons expressly exempted under 26 M.R.S.A. § 663 (includes taxicab drivers, commercial fishermen, recreation camp employees, and some employees who earn their salary on a commission basis)	\$10.68 Median = \$28.70 MW as % of median = 38.7%	No	Yes; for service employees (defined as anyone customarily and regularly receiving more than \$30/month on tips), employers may consider tips as part of min wage, but it cannot exceed 50% of regular min wage Employers must inform the employee in advance	No	4 years	\$7.50	\$10.10 (2016)	\$10.68 (2017)	\$10.75 (2016)	\$11.50 (2017)				

State	City/County population	Year enacted	Applies to	Upper limit before reverting to CPI inflator (and % of this to May 2016 median wage)	Exceptions based on employer size	Exceptions for tipped employees	Exceptions for youth	Phase in period	Wage before first increase	YR1	YR2	YR3	YR4	YR5	YR6	YR7	Additional notes
			Employer: anyone who employs or exercises control over the wages, hours, or working conditions of any employee and who has a place of business within the City limits														
ME	State Population: 1,331,479	2016	Employee: anyone employed or permitted to work by an employer [hours not specified in law] Excludes: anyone employed in agriculture; employees whose earnings are derived from sales commissions; taxicab drivers; immediate family members who reside with and are dependent on the employer; counselors/junior counselors/counselors in training at organized camps; switchboard operators in public telephone exchanges with < 750 stations; home workers as defined by state; bona fide executive, administrative or professional worker; sentenced prisoner unless working for a private employer or an a work release program or in community confinement Employee: who employs or exercises control over the wages, hours or working conditions of employees	\$12 Median = \$17.01 MW as % of median = 70.5%	No	Yes, but may not exceed 50% of min wage	No	4 years	\$7.50	\$9 (2017)	\$10 (2018)	\$11 (2019)	\$12 (2020)				
MD	Montgomery County Population: 1,043,863	2013	Employee: any person permitted or instructed to work or be present by employer in the County (but see youth exemption) [hours undefined] Employer: anyone operating	\$11.50 (not indexed) Median = \$23.65 MW as % of	Excludes sole proprietors	Yes, but may not exceed 50% of regular min wage, and employers must pay at least \$4.00/hour Tipped employee = anyone earning more	Excludes employees age 18 and under working under 20 hours per week Employees under 20 years	4 years	\$7.25	\$8.40 (2014)	\$9.55 (2015)	\$10.75 (2016)	\$11.50 (2017)				Employer may offset min wage if they provide health insurance by all or part of the per-employee employer's share of the premium In Jan 2017, Council approved an increase to \$15, but this was vetoed by the County. County has indicated they

State	City/County population	Year enacted	Applies to	Upper limit before reverting to CPI inflator (and % of this to May 2016 median wage)	Exceptions based on employer size	Exceptions for tipped employees	Exceptions for youth	Phase in period	Wage before first increase	YR1	YR2	YR3	YR4	YR5	YR6	YR7	Additional notes
			<p>or doing business in the County that employs 2 or more people</p> <p>Excludes: immediate family member of the employer; certain agricultural employees; executives, administrative, and professional employees; volunteers for educational, charitable, religious, and non-profit organizations; outside salesmen; commissioned employees; employees enrolled as a trainee as part of a public school special education program; Non-administrative employees of organized camps; certain establishments selling food and drink for consumption on the premises grossing less than \$400,000 annually; drive-in theaters; establishments engaged in the firstcanning, packing or freezing of fruits, vegetables, poultry, or seafood</p>	median = 48.6%		than \$30 per month in tips	of age must earn at least 85% of the State Minimum Wage Rate for the first 6 months of employment										may reconsider pending a study of the regional economic impacts, an extension of the implementation timeline to 2022, and exemptions for small businesses and youth workers
MD	Prince George's County Population: 908,049	2013	<p>Employee and employer: follows definitions as per federal FLSA and state Wage and Hour laws [hours undefined]</p> <p>Excludes: anyone exempt from the minimum wage requirements of the Maryland Wage and Hour Law/FLSA and certain youth</p>	<p>\$11.50 (not indexed)</p> <p>May 2016 median = \$25.55</p> <p>MW as % of median = 45.0%</p>	No	<p>Yes, but may not exceed 50% of regular min wage, and employers must pay at least \$3.63/hour</p> <p>Tipped employee = anyone earning more than \$30 per month in tips</p>	Excludes employees age 19 and under working under 20 hours per week	4 years	\$7.25	\$8.40 (2014)	\$9.55 (2015)	\$10.75 (2016)	\$11.50 (2017)				Provides a waiver option for Developmental Disabilities Administration Providers as defined by code
MI	State Population: 9,928,300	2014	Employees: anyone not less than 16 years of age employed by an employer on the premises of the employer or at a fixed site	<p>\$9.25</p> <p>May 2016 median = \$17.32</p>	No	<p>Yes:</p> <p>Up to \$3.10 (2014)</p> <p>Up to \$3.23 (2015)</p> <p>Up to \$3.38 (2017)</p> <p>Up to \$3.52 (2018)</p>	Allows payment of up to 85% min wage to youth 16-17 years old	3 years	\$8.15	\$8.50 (2016)	\$8.90 (2017)	\$9.25 (2018)					

State	City/County population	Year enacted	Applies to	Upper limit before reverting to CPI inflator (and % of this to May 2016 median wage)	Exceptions based on employer size	Exceptions for tipped employees	Exceptions for youth	Phase in period	Wage before first increase	YR1	YR2	YR3	YR4	YR5	YR6	YR7	Additional notes
			designated by the employer [hours undefined] Employers: anyone who employs 2 or more persons 16 years of age or older	MW as % of median = 53.4%		Employer pays difference if base min wage not made	Also allows for a youth training wage for newly hired employees ages 16-19 of \$4.25/hr for first 90 days of employment										
MO	St. Louis Population: 317,850	2015	Employee: anyone who performs at least 20 hours of work within a calendar year for an employer while physically present within the geographic boundaries of the City of St. Louis Excludes: charitable work where no employer/employee relationship exists; foster parents; day camp workers employed less than 4 months of a year; casual babysitters; prisoners performing labor services at a correctional facility; interns participating in a qualified work-study program; handicapped employees employed in a Sheltered Workshop Employer: anyone acting directly or indirectly in the interest of an employer in relation to an employee in the City of Minneapolis Excludes: any other local, state or federal unit of government and small business exemptions	\$11 Median = \$17.38 MW as % of median = 61.7%	Excludes businesses with revenues <\$500K of if biz has been in operations for <1 year and revenue is projected to be less than <\$500K OR that has employed no more than 15 employees regardless of location in the current and previous calendar year (FTE,PTE temp., and contract employees included)	Yes Tipped employees receiving more than \$30 per month in tips shall be paid not less than 50% of the min wage	No	2 years	\$8.25	\$10 (2017)	\$11 (2018)						Intended to have an increase to \$9 in 2016) but litigation held it up so in practicality has become implemented in 2 years
NM	Albuquerque Population: 556,092	2012	Employees: anyone working inside city limits who works at least two hours of work in a particular week for an employer within the geographic boundaries of the	\$8.50 Median = \$16.40 MW as % of	No	Yes, up to 60% of min. wage (min. topped wage = \$5.30 in 2017)	Excludes interns working for academic credit in connection with a course of	1 year	\$7.50	\$8.50 (2013)							Also creates a different tier for employers who provide healthcare or childcare benefits during any pay period and said amount is at least \$2,500. This minimum wage = \$7.80 (vs. \$8.80 min wage in 2017 or \$1.00

State	City/County population	Year enacted	Applies to	Upper limit before reverting to CPI inflator (and % of this to May 2016 median wage)	Exceptions based on employer size	Exceptions for tipped employees	Exceptions for youth	Phase in period	Wage before first increase	YR1	YR2	YR3	YR4	YR5	YR6	YR7	Additional notes
			City Employer defined as any entity that is required to have a business license or business registration from the city	median = 53.7%			study or students working on a work-study program while attending school										less than regular min wage)
NM	Bernalillo County (excl. Albuquerque) Population: 120,861	2013	Employees: anyone working inside city limits who work at least two hours of work in a particular week for an employer within the geographic boundaries of the City Excludes interns working for an employer for academic credit; certain workers with disabilities as per county code; immediate family members of an employer (incl. sibling); casual babysitters; employees under 16. Employer: anyone required to have a business registration from the county and who employs or exercises control over the wages, hours or working conditions of any employee	\$8.50 Median = \$16.40 MW as % of median = 51.8%	No	Yes, following federal standard (\$2.13) with employers making up difference	Excludes anyone under 16	1 year	\$7.50	\$8 (2013)	\$8.50 (2014)						Also creates a different tier for employers who provide healthcare or childcare benefits during any pay period and said amount is at least \$2,500. This minimum wage = \$1.00 less than regular min wage.
NM	Las Cruces Population: 101,164	2014	Employee: anyone employed by an employer within the City [hours undefined] Excludes: anyone in a bona fide executive, administrative or professional capacity; forepersons, superintendents and supervisors; persons engaged in the activities of an educational, charitable, religious or nonprofit organization where the employer-employee	\$10.10 Median = \$14.13 MW as % of median = 71.5%	No	Yes, but employer has to pay cash wage of at least 40% of min wage Tipped employee = employee who customarily and regularly receives more than \$30/week in tips	Excludes persons 18 years of age or under who are not students in a primary, secondary, vocational, or training school; and persons 18 years of age or under who are not graduates of a secondary school	3 years	\$7.50	\$8.40 (2015)	\$9.20 (2017)	\$10.10 (2019)					

State	City/County population	Year enacted	Applies to	Upper limit before reverting to CPI inflator (and % of this to May 2016 median wage)	Exceptions based on employer size	Exceptions for tipped employees	Exceptions for youth	Phase in period	Wage before first increase	YR1	YR2	YR3	YR4	YR5	YR6	YR7	Additional notes	
			<p>relationship does not, in fact, exist or where the services rendered to such organizations are on a voluntary basis; students regularly enrolled in primary or secondary schools working after school hours or on vacation; registered apprentices and learners otherwise provided by law; G.1. bill trainees while under training; see also youth exemption</p> <p>Employer: anyone who employs someone in the city, businesses having contracts with the City in excess of \$30,000 which provide services to or on behalf of the City, and businesses which are required to have a City issued business license (includes City, but not other governmental entities)</p>															
NM	<p>Santa Fe (city)</p> <p>Population: 83,008</p>	2004 (amended 2007)	<p>Employees: all individuals employed by or providing work to the business for compensation, whether on a part-time, full-time or temporary basis, during a given month shall be counted as a worker, except for interns working in academia for credit & persons working as part of court-ordered community service [hours undefined]</p> <p>Employers: includes the City to all its full time City of Santa Fe workers; City contractors who hire workers/subcontractors in an amount equal or greater than \$30K; Businesses receiving over \$25K in</p>	<p>\$9.50</p> <p>Median = \$16.82</p> <p>MW as % of median = 56.5%</p>	None	Yes for workers who customarily receive more than \$100 in tips and commissions in a month provided they are retained by workers and not pooled (ordinance to have a min/max amount)	None	2 years	\$5.15	\$8.50 (2004)	\$9.50 (2009 and then CPI)							Initially enacted in 2004 for large businesses (over 26) only, but 2007 amendment included all

State	City/County population	Year enacted	Applies to	Upper limit before reverting to CPI inflator (and % of this to May 2016 median wage)	Exceptions based on employer size	Exceptions for tipped employees	Exceptions for youth	Phase in period	Wage before first increase	YR1	YR2	YR3	YR4	YR5	YR6	YR7	Additional notes	
			<p>financial assistance from the City; businesses required to have a business license or registration in the City; nonprofits who have workers that work in the city</p> <p>Excludes nonprofit organizations whose primary source of funds is from Medicaid waivers</p>															
NM	<p>Santa Fe County (pop. excludes Santa Fe city)</p> <p>Population: 65,643</p>	2014	<p>Employees: all individuals employed by or providing work to an employer as defined below [hours undefined]</p> <p>Excludes: government employees beyond County; anyone engaged in the activities of an educational, charitable, religious or nonprofit organization on a voluntary basis; Apprentices in a registered apprentice program recognized by the State; G.I. bill trainees; temporary employees of an educational, charitable or religious youth camp or retreat where room and board is provided to the employee, or if a day camp, where board only is provided; immediate family member of the employer; interns working for academic credit; persons working in connection to a court-ordered community service program</p> <p>Employers: County; businesses who undertake an economic development project and execute a project participation agreement with the County; businesses that</p>	<p>\$10.66</p> <p>May 2016 median = \$16.82</p> <p>MW as % of median = 63.4%</p>	No	<p>Tipped employees to be paid a base wage of at least 60% in min wage with employer making up the difference in wages if the tips don't amount to full min wage</p> <p>Tipped employee = anyone who customarily and regularly receive more than \$30/month in tips and/or commissions</p>	Interns working for academic credit in an accredited university or school	Same year	\$7.50	\$10.66 (2014)								

State	City/County population	Year enacted	Applies to	Upper limit before reverting to CPI inflator (and % of this to May 2016 median wage)	Exceptions based on employer size	Exceptions for tipped employees	Exceptions for youth	Phase in period	Wage before first increase	YR1	YR2	YR3	YR4	YR5	YR6	YR7	Additional notes
			need a business license from the County														
NY	New York City Population: 8,537,673	2015	The minimum wage is based on where an employee performs work. Workers must be paid the minimum wage rate for their work location regardless of where the main office of their employer is located. Employees: anyone employed or permitted to work [hours undefined] Excludes: casual baby sitters; workers in labor on a farm; bona fide executive, administrative, or professional capacity; outside salesman; taxicab drivers; volunteers, learners or apprentices; religious, charitable or educational organizations purposes; members of a religious order, or as a duly ordained, commissioned or licensed minister, priest or rabbi, or as a sexton, or as a christian science reader; or working for a religious, educational or charitable institution if such individual is a student; workers for summer camp or conference of such a religious, educational or charitable institution for not more than three months annually; staff counselors in a children's camp; anyone working for federal, state or municipal government or political subdivision thereof; volunteers at a recreational or amusement event run by a business that operates	\$15 (or \$12.50) Median = \$21.74 MW as % of median = 69.0%	Carves out tiers for large employer (11+ employees), but only until 2019 when \$15 is reached by all NYC: Large biz:	Yes, but varies depending on location and employer size Also allows for commissions to be included as wages	No exceptions	Varied depending on size and location from 3-4 years (NYC) to beyond 6 depending on when the rate reaches \$15 across the state	\$9	NYC: Large biz: \$11 Small Biz: \$10.50 Fast food: \$12 ----- Long Island & Westchester \$10 ----- Rest of state: \$9.70 Fast food: \$10.75 (2016)	NYC: Large biz: \$13 Small Biz: \$12 Fast food: \$13.50 ----- Long Island & Westchester \$11 ----- Rest of state: \$10.40 Fast food: \$11.75 (2017)	NYC: Large biz: \$15 Small Biz: \$13.50 Fast food: \$15 ----- Long Island & Westchester \$12 ----- Rest of state: \$11.10 Fast food: \$12.75 (2018)	NYC: Small Biz: \$15 ----- Long Island & Westchester \$13 ----- Rest of state: \$11.80 Fast food: \$13.75 (2019)	Long Island & Westchester \$14 ----- Rest of state: \$12.50 Fast food: \$14.50 (2020)	Long Island & Westchester \$15 ----- Rest of state: Fast food: \$15 (2021)		

State	City/County population	Year enacted	Applies to	Upper limit before reverting to CPI inflator (and % of this to May 2016 median wage)	Exceptions based on employer size	Exceptions for tipped employees	Exceptions for youth	Phase in period	Wage before first increase	YR1	YR2	YR3	YR4	YR5	YR6	YR7	Additional notes
			such events; newspapers or shopping news delivery people Employer: anyone acting as employer														
OR	State Population: 4,093,465 (Portland started in 2014 with City Contractors and employees)	2016	Employee: generally applies to anyone who works [hours undefined] Excludes: some agricultural workers; workers engaged in the range-production of livestock; persons who perform child care services in their home/home of the child; domestic workers employed on a casual basis in a family home; certain administrative, executive or professional workers; U.S. govt. workers; students enrolled in and employed by an institution of primary or secondary education; outside salespersons; taxicab operators; workers living at a place of employment for the purpose of being available for emergency or occasional duties; workers paid for specified hours to ensure they are available for recall to duty; managers, assistant managers and maintenance workers employed and lodged in multi-unit accommodations, including mobile home parks or manufactured dwelling parks; workers employed on a seasonal basis at organized camps having an annual income of less than \$500,000 or employed on a seasonal basis at non-profit camps;	\$14.75 Portland metro \$13.50 standard \$12.50 nonurban counties NOTE: annual index is based on CPI as applies to standard rate; Portland metro to increase \$1.25 over standard min wage; nonurban counties to be \$1 less than standard min wage Median = \$19.89 Portland metro \$18.26 state MW as % of median = 74.2%	No	No, but may include commissions and bonuses	No, but does allow a "student learner" subminimum rate (75% of min wage) for any student who is receiving instruction in an accredited school, college or university and who is employed on a part-time basis, pursuant to a bona fide professional training program	7 years	\$9.25	Port: \$9.75 Stand: \$9.75 Nonur ban Cties: \$9.50 (2016)	Port: \$11.25 Stand: \$10.25 Nonur ban Cties: \$10 (2017)	Port: \$12 Stand: \$10.75 Nonur ban Cties: \$10.50 (2018)	Port: \$12.50 Stand: \$11.25 Nonur ban Cties: \$11 (2019)	Port: \$13.25 Stand: \$12 Nonur ban Cties: 11.50 (2020)	Port: \$14 Stand: \$12.75 Nonur ban Cties: \$12 (2021)	Port: \$14.75 Stand: \$13.50 Nonur ban Cties: \$12.50 (2022)	Pay based on where employees work: <ul style="list-style-type: none"> If an employee performs > 50% of work in a pay period at the employer's permanent fixed business location in Oregon, pay rate shall be based on that location- Where employees who make deliveries as a part of their job and who start and end their workday at the employer's permanent fixed business location, pay rate shall be based at the fixed business location Employees who do not perform more than 50% of their work in a pay period at the employer's permanent fixed business location in Oregon must be paid at least the minimum wage rate for the region in which the employee performs work Employers may make an authorized deduction for meals and lodging so long as they are provided for the "private benefit" of the employee. However, if you require your employee to live on-site, or if you derive a mutual benefit from the employee living on the premises, you must pay minimum wage in addition to the value of meals and lodging.

State	City/County population	Year enacted	Applies to	Upper limit before reverting to CPI inflator (and % of this to May 2016 median wage)	Exceptions based on employer size	Exceptions for tipped employees	Exceptions for youth	Phase in period	Wage before first increase	YR1	YR2	YR3	YR4	YR5	YR6	YR7	Additional notes	
			workers employed at a non-profit conference ground or center operated for educational, charitable or religious purposes; volunteer firefighters; workers providing companionship services to elderly, infirm or disabled persons in a family home; certain resident managers of licensed adult foster care homes; inmate labor certain individuals volunteering as campground hosts who reside in publicly owned campgrounds; referees of youth or adult recreational soccer matches; certain ski patrollers, golf course caddies and marshals Employer: anyone who employs any person in the state (employs does not include volunteer work for a public, religious or nonprofit organization OR services performed by general or public assistance recipients as part of any work training program administered under a state or fed. program	Portland metro [using Portland metro median] 73.9% Standard 68.5% Non-urban counties														
VT	State Population: 624,594	2015	Employee: includes all employees generally [hours undefined] Excludes: agriculture workers; taxi cab drivers; outside salespersons; newspaper home delivery persons; persons employed in the activities of a publicly supported non-profit organization (except laundry employees and nurse's aides or practical nurses); person employed in a bona fide executive, administrative, or	\$10.50 Median = \$18.23 MW as % of median = 57.6%	No	Yes: Up to \$4.50/hr (2014) Up to \$4.57/hr (2015) Up to \$5/hr (2016) Up to \$5.25/hr (2017) Tipped employee= anyone who customarily and regularly receives more than \$12/month in tips	Full time high school students must meet fed. requirements for min wage	4 years	\$8.73 (2014)	\$9.15 (2015)	\$9.60 (2016)	\$10 (2017)	\$10.50 (2018)					An employer shall be entitled to deduct from the wages earned an allowance for meals and lodging actually furnished

State	City/County population	Year enacted	Applies to	Upper limit before reverting to CPI inflator (and % of this to May 2016 median wage)	Exceptions based on employer size	Exceptions for tipped employees	Exceptions for youth	Phase in period	Wage before first increase	YR1	YR2	YR3	YR4	YR5	YR6	YR7	Additional notes
			professional capacity; anyone employed in domestic service in or about a home Employer: all employers doing business in Vermont except fed govt.														
WA	Seattle Population: 653,017	2014	Employees: anyone working inside city limits who works more than two hours of work for an employer within the City during that two-week period Time spent in the City solely for the purpose of travelling through the City from a point of origin outside the City to a destination outside the City, with no employment-related or commercial stops in the City except for refueling or the employee's personal meals or errands, does not count Employer: anyone who employs another person and includes anyone acting directly or indirectly in the interest of an employer in relation to an employee	Large biz: \$15 Small biz: \$13 Median = \$22.91 Large biz: MW as % of median = 65.5% Small biz: MW as % of median = 56.7%	Carves out tiers for large employer = 501+ employees	Employers can make up balance with employee tips as reported to IRS (unless tips don't add up to \$15) Commissions may be counted as wages	Allows the establishment by rule of min wage for minors (under 18) that cannot be less than what is allowed under state law	Large employers: 3-4 years Small employers: 5-7 years	\$9.54	Large biz, no health \$11 Large biz w/ health \$11 Small biz, no health /tips: \$11 Small biz with health /tips: \$10 (2015)	Large biz, no health \$13 Large biz w/ health \$12.50 Small biz, no health /tips: \$12 Small biz w/ health /tips: \$10.50 (2016)	Large biz, no health \$15 Large biz w/ health \$13.50 Small biz, no health /tips: \$13 Small biz w/ health /tips: \$11 (2017)	Large biz w/ health \$15 Small biz, no health /tips: \$14 Small biz w/ health /tips: \$11.50 (2018)	Small biz, no health /tips: \$15 Small biz w/ health /tips: \$12 (2019)	Small biz w/ health /tips: \$13.50 (2020)	Small biz w/ health /tips: \$15 (2021)	For all employers, can reduce hourly rate if the employer makes payments toward an employee's silver level medical benefits plan (until pay rate reaches \$15) Allows for issuance of special certificate that allows for less than min wage rates for "learners, apprentices, messengers, disabled" under state law
WA	Tacoma Population: 203,481	2015	Employees: all who work within the geographical boundaries of the city for more than 80 hours in a calendar year, regardless of whether their employer is physically located in the city or not Excludes: workers covered by special state certificates issued per RCW 49.46.060 (disabled workers, learners, student learners, apprentices, student workers, etc.) = state min	\$12 Median = \$22.91 MW as % of median = 52.4%	No	No Does allow for commissions to be taken into account when earned and paid together to the employee and are equal or greater to minimum wage	State min wage applies to all under 16	2 years	\$9.47	\$10.35 (2016)	\$11.15 (2017)	\$12 (2018)					

State	City/County population	Year enacted	Applies to	Upper limit before reverting to CPI inflator (and % of this to May 2016 median wage)	Exceptions based on employer size	Exceptions for tipped employees	Exceptions for youth	Phase in period	Wage before first increase	YR1	YR2	YR3	YR4	YR5	YR6	YR7	Additional notes
			applies; also bona fide independent contractors Employer: anyone acting directly or indirectly in the interest of an employer in relation to an employee														
WA	SeaTac Population: 27,859	2013	Set a standard for hospitality and transportation industry employees/employers, including airport and thus definitions specific for these industries [hours undefined]	\$15 Median = \$22.91 MW as % of median = 52.4%	No	No	No	1 year	\$9.19	\$15 (2014)							
WA	State Population: 7,288,000	2016	Employees: anyone employed in the business of his employer whether by way of manual labor or otherwise [hours undefined] Exceptions: apprentices and workers with disabilities (requires approved certificate from state) Employers: anyone who engages in any business, industry, profession, or activity in the state and employs one or more employees Excludes: registered volunteers with a state or federal volunteer program; any person who performs or is assigned to perform duties for an educational, religious, governmental or nonprofit charitable corporation by choice and receives no payment other than reimbursement for actual expenses necessarily incurred in order to perform such volunteer services;	\$13.50 Median = \$20.87 MW as % of median = 64.7%	No	No	Can pay up to 85% of state min wage to anyone under 16 Learners can be paid at 85% of min wage; student-learners can be paid at 75% of min wage	4 years	\$9.47	\$11 (2017)	\$11.50 (2018)	\$12 (2019)	\$13.50 (2020)				Includes a procedure under which employers may receive a variance from min wage rules http://ap.leg.wa.gov/WAC/default.aspx?cite=296-126-130

State	City/County population	Year enacted	Applies to	Upper limit before reverting to CPI inflator (and % of this to May 2016 median wage)	Exceptions based on employer size	Exceptions for tipped employees	Exceptions for youth	Phase in period	Wage before first increase	YR1	YR2	YR3	YR4	YR5	YR6	YR7	Additional notes
			bona fide executive, administrative or professional capacity or in the capacity of outside salesperson; independent contractors														

Since May 17, 2017

Jurisdiction	News
Delaware	Currently debating a wage increase with democrats pushing to \$15
Illinois	In late May, state lawmakers approved a plan to increase the minimum wage to \$15 over 5 years; Governor has until July 31 to sign or veto; Senate version includes a tax credit for small business (under 50 employees); includes a youth wage; maintains existing Ill. tip inclusion rules as it increases the wage In early June, Glenview (within Cook County) opted out of Cook's County's minimum wage and sick leave rules; several other cities also opted out, though 3 others have opted in.
Maine	Both Senate and House voted to repeal the portion of the voters referendum that excluded a tip credit application to wages, and Governor has indicated he would sign it; bills failed to garner two-thirds support so must wait to get one final vote and cannot go into effect until 90 days after the legislature adjourns (sometime on Oct.)
Michigan	Senate bill 185 introduces a minimum wage increase to \$15 by 2018
Texas	Lawmakers considering a minimum wage increase after 9 bills submitted on the topic in 2016. Bills range from %10.10 - \$15/hr
Federal	Democratic leadership introduced a bill in late May to raise the federal min. wage to \$15 by 2024, without including tips as part of wage (Raise the Wage Act)
Canada	Ontario: Premier introduces a plan to increase minimum wage to \$15 (from \$11.40) by Jan. 2019 Toronto: released an extensive Changing Workplaces Review that looked at a broad spectrum of workplace issues; as part of this comprehensive report, consideration is being given to a minimum wage increase to \$15