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automatically with the cost of living. Four more states, also including the District of Columbia, will index minimum wage increases annually beginning in future years.

Nov. 04, 2016



Several states and localities have announced minimum wage changes for 2017.

Twenty-five states, plus the District of Columbia, index their minimum wages to rise automatically with the cost of living. Four more states, also including the District of

Columbia, will index minimum wage increases annually beginning in future years:

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<b>AK</b>	\$8.75
<b>AL</b>	FED (\$7.25; \$9.50/\$10.10 proposed)
<b>AR</b>	\$7.50; \$8.50 (new) 2017
<b>AZ</b>	\$8.05; \$10 (proposed) 1/1/17
<b>CA</b>	\$10; \$10.50 (new) 2017 >25 employees
Oakland	\$12.25
San Diego	\$10.50; \$11.50 (new) 2017; \$11.05
San Francisco	\$13; \$14; \$15 (7/16, 17, 18)
San Jose	10.30; new wages: \$10.40 1/1/17, \$11 .00,
Berkeley – NEW	\$12.53 10/1/16, \$13.75 10/1/17, \$15 10/1/18
San Mateo	12.25; \$12 (proposed) 1/1/17
California computer professionals	Overtime: \$41.85 2016, \$42.39 2017
<b>CO</b>	8.31; \$8.56 (proposed) 1/1/17
<b>CT</b>	\$9.60
<b>DC</b>	\$11.50 7/1/2016
<b>DE</b>	\$8.25

**FL** \$8.05; \$8.10 (new) 1/1/17

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**IL** \$7.25

**IL** \$8.25

**IN** \$7.25

**KS** \$7.25

**KY** \$7.25

**LA** FED (\$7.25; \$9.50/\$10.10 proposed)

**MA** \$9.00 ; new wages: \$10.00 1/16, \$11.00 1/17  
(needs governor signing)

MA (working  
on Sundays)

\$12.00

**MD** \$8.75 (7/1/16); new wages: \$9.25 (7/1/17),  
\$10.10 (7/1/18)

**ME** \$7.50; \$9 (proposed) 1/1/17

Portland new wages: \$10.10, \$10.68 1/1/17

**MI** \$8.50 1/1/16; new wages: \$8.90 1/1/17, \$9.25  
1/1/18

**MN** \$9.50 8/1/16; \$7.75 (new)

**MO** \$7.65

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<b>NE</b>		\$9.00 (proposed)
<b>NH</b>		\$7.25
<b>NJ</b>		\$8.38; \$8.44 (new) 1/1/17
<b>NM</b>		\$7.50 (\$1.00 less healthcare)
	Albuquerque	\$8.75; \$7.75 with healthcare
	Santa Fe	\$10.84
<b>NV</b>		\$8.25, \$7.25
<b>NY</b>		new wages: \$9.00 2016, \$9.70 2017 (NYC higher)
	New York City – living wage 10/14	new wages: \$13.13 without health insurance, \$11.50 with health insurance
	Rochester	new wages: \$12.81 without health insurance, \$11.47 with health insurance
<b>OH</b>		\$8.10, \$7.25 (if revenue is
<b>OK</b>		\$7.25
<b>OR</b>		\$9.25
<b>PA</b>		\$7.25

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TX	\$7.25
UT	\$7.25
VA	\$7.25
VT	\$9.60; new wages: \$10.00 2017, \$10.50 2018
WA	\$9.47 2016; \$9.53 (new) 1/1 17
Seattle	new wages: \$13-12 2016, \$15-13 2017 (if the business has <500 employees)
WI	\$7.25
WV	\$8.75 1/1/16
WY	\$5.15 (state has lower minimum wage than FED, but FED prevails)

Many additional localities have pending legislation for minimum wage changes so stay on the lookout for more increases. Minimum wage rules are always a moving target, so it's important to watch for changes that affect your and your clients' companies.

The tables above are regular minimum wage rules. Many states have tipped employee minimum wage rules and amounts that are lower. One notable exception is California, which does not have a lower minimum wage for tipped employees. And one industry to watch is restaurants—across the country, more restaurants are eliminating tips and increased wages to staff to state regular minimums.

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Payroll

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