



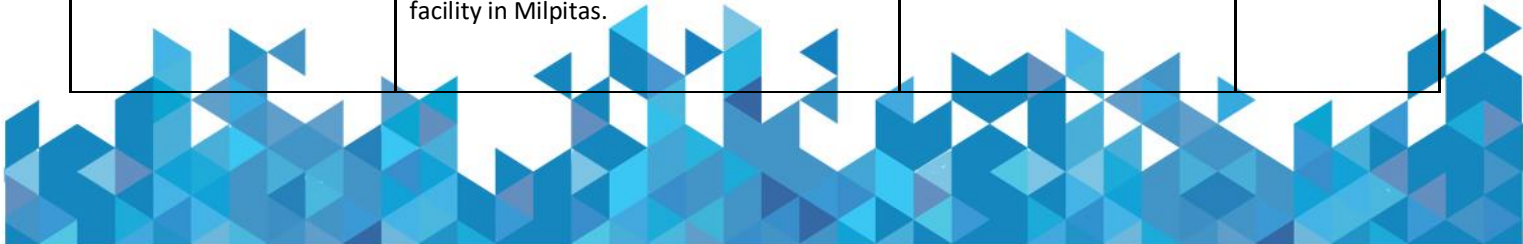
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Minimum Wage Update for Various Jurisdictions

The following localities / states have increased their minimum wage rates. You should increase the rate for nonexempt employees paid below the new minimum wage rate on or before the effective date noted in the chart below and if needed, order a new poster.

If you have any questions please contact your Human Resources Business Partner or your Payroll Service Representative.

State / Locality	Covered Employers	New Rate / Effective Date	Poster Update Required?
Alaska	All employers	\$9.84; 1/1/18	Yes – Click Here
Arizona	All employers	\$10.50; 1/1/18 \$7.50 (cash wage for tipped employee); 1/1/18	Yes – Click Here
Flagstaff, AZ	Includes any corporation, proprietorship, partnership, joint venture, limited liability company, trust, association, individual or other entity acting directly or indirectly in the interest of an employer in relation to an employee.	\$11.00; 1/1/18 \$8.00 (cash wage for tipped employee); 1/1/18	Yes – Click Here
California	Employers with 25 or less employees. Employers with 26 or more employees.	\$10.50; 1/1/18 \$11.00; 1/1/18	Yes – Click Here
Cupertino, CA	Any employer who has an employee and is either subject to Cupertino’s business license requirements or maintains a business facility in Cupertino.	\$13.50; 1/1/18	Yes – Click Here
El Cerrito, CA	Any employer who conducts business in the City, with exception of those who are exempt from the California minimum wage.	\$13.60; 1/1/18	Yes – Click Here
Los Altos, CA	Employer who has an employee and who is either subject to the city’s business license requirements or maintains a business facility in Los Altos.	\$13.50; 1/1/18	Yes – Click Here
Milpitas, CA	Employer who has an employee and who is subject to the city’s business license requirements or maintains a business facility in Milpitas.	\$12.00; 1/1/18	Yes – Click Here



Mountain View, CA	Employer who has an employee and who is either subject to the city's business license requirements or maintains a business facility in the Mountain View.	\$15.00; 1/1/18	Yes - Click Here
Oakland, CA	All employers.	\$13.23; 1/1/18	Yes – Click Here
Palo Alto, CA	Any employer who is either subject to Palo Alto's business registry requirements, conducts business in Palo Alto, or maintains a business facility in Palo Alto.	\$13.50; 1/1/18	Yes – Click Here
Richmond, CA	Any employer who employs or exercises control over the wages, hours or working conditions of any employee.	\$13.41 (without benefits); 1/1/18 \$11.91 (with benefits); 1/1/18	Yes – Click Here
San Jose, CA	Employer who is either subject to San Jose's business license tax or maintains a facility in San Jose.	\$13.50; 1/1/18	Yes – Click Here
San Mateo, CA	Employers with employees who perform at least two (2) hours of work in San Mateo.	\$13.50 (General); 1/1/18 \$12.00 (Non-profit); 1/1/18	Yes – Click Here
Santa Clara, CA	Employer who has an employee and is either subject to the Santa Clara business tax laws or maintains a facility in Santa Clara.	\$13.00; 1/1/18	Yes – Click Here
Sunnyvale, CA	Employer who has an employee who works either is subject to Sunnyvale's business tax laws or maintains a facility in Sunnyvale.	\$15.00; 1/1/18	Yes – Click Here
Colorado	Any employer employing any person in Colorado, except for the state, federal and municipal governments or political subdivisions.	\$10.20; 1/1/18 \$7.18 (cash wage for tipped employees); 1/1/18	Yes – Click Here
Florida	All employers	\$8.25; 1/1/18 \$5.13 (cash wage for tipped employees); 1/1/18	Yes – Click Here
Hawaii	All employers	\$10.10; 1/1/18 \$9.35 (cash wage for tipped employees); 1/1/18	No
Maine	All employers	\$10.00; 1/1/18 \$5.00 (cash wage for tipped employees); 1/1/18	Yes – Click Here

Michigan	Employers who employ 2 or more employees 16 years of age and older.	\$9.25; 1/1/18 \$3.52 (cash wage for tipped employees); 1/1/18	No
Minnesota	Employers with less than \$500k in sales. Employers with sales higher than \$500k in sales.	\$7.87; 1/1/18 \$9.65; 1/1/18	Yes – Click Here
Minneapolis, MN	Employers with 100 or fewer employees Employers with more than 100 employees	\$7.25; 1/1/18 \$10.00; 1/1/18	Yes – Click Here
Montana	Employers with sales less than \$110k Employers with sales higher than \$110k	\$7.25; 1/1/18 \$8.30; 1/1/18	Yes – Click Here
New Jersey	All employers	\$8.60; 1/1/18 \$2.13 (cash wage); 1/1/18	Yes – Click Here
Albuquerque, NM	Any employer who is required to have a business license or business registration from the City of Albuquerque and who employs or exercises control over the wages, hours or working conditions of any employee.	With benefits: \$7.95 & \$5.35 (cash wage for tipped employees); 1/1/18 Without benefits: \$8.95 & \$5.35 (cash wage for tipped employees); 1/1/18	Yes – Click Here
Bernalillo County, NM	Any employer who is required to have a business registration from the county and employs an individual.	With benefits: \$7.75 & \$2.13 (cash wage for tipped employees); 1/1/18 Without benefits: \$8.85 & \$2.13 (cash wage for tipped employees); 1/1/18	Yes – Click Here
New York City, NY	Employer with 10 or fewer employees. Employer with 11 or more employees Employer of fast food workers	\$12.00; 12/31/17 \$13.00; 12/31/17 \$13.50; 12/31/17	No
Other Areas, NY	Nassau, Suffolk & Westchester Counties Remainder of state Employer of fast food workers (outside New York City)	\$11.00; 12/13/17 \$10.40; 12/31/17 \$11.75; 12/31/17	No
Ohio	Employer with gross sales higher than \$305k.	\$8.30; 1/1/18 \$4.15 (cash wage for tipped employees); 1/1/18	Yes – Click Here

Rhode Island	All employers	\$10.10; 1/1/18 \$3.89 (cash wage for tipped employees); 1/1/18	Yes – Click Here
South Dakota	All employers	\$8.85; 1/1/18 \$4.43 (cash wage for tipped employees); 1/1/18	Yes – Click Here
Vermont	All employers	\$10.50; 1/1/18 \$5.25 (cash wage for tipped employees); 1/1/18	No
Washington	All employers	\$11.50; 1/1/18	Yes – Click Here
SeaTac, WA	Hospitality employer who operates within SeaTac any hotel that has 100 or more guest rooms and 30 or more workers or who operates any institutional foodservice or retail operation employing 10 or more non-managerial, nonsupervisory employees. “Transportation employer” with 25 or more non-managerial, nonsupervisory employees in the performance of that service. Any person who operates or provides rental car services with a fleet of more than one 100 cars; shuttle transportation with fleet of more 10 vans or buses; or parking lot management controlling more than 100 parking spaces; and employs 25 or more non-managerial, nonsupervisory employees in the performance of that operation.	\$5.64; 1/1/18	Yes – Click Here
Seattle, WA	Employer with 501 or more employees Employer with 500 or less employees	Without benefits: \$15.45 With \$2 per hour toward benefits or tips: \$14.00; 1/1/18 Without benefits: \$15.00 With \$2 per hour toward benefits or tips: \$11.50; 1/1/18	Yes – Click Here
Tacoma, WA	Defined per the state minimum wage law.	\$12.00; 1/1/18	Yes – Click Here