



COMPLIANCE BULLETIN

2017 Minimum Wage Rate Increases

HIGHLIGHTS

- Twenty-one states increased their minimum wage rate, effective Jan. 1, 2017.
- Additional wage rate increases are expected in other states and the District of Columbia during the summer of 2017.
- Employers should review employee wage rates and required posters to ensure compliance with state laws.

IMPORTANT DATES

December 31, 2016

New minimum wage rate effective in New York.

January 1, 2017

New minimum wage rates effective in 20 states.

OVERVIEW

The current federal minimum wage rate is \$7.25 per hour. However, many states have adopted minimum wage rates higher than the federal rate. When the state rate and the federal rate are different, employers must pay their employees the higher rate. The following states have adopted new minimum wage rates for 2017:

- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Florida
- Hawaii
- New York
- Maine
- Maryland
- Massachusetts
- Michigan
- Missouri
- Montana
- New Jersey
- Ohio
- Oregon
- South Dakota
- Vermont
- Washington

ACTION STEPS

Affected employers should review their employees' pay rates and update their minimum wage poster notices as necessary to ensure compliance with local wage and hour regulations.

Provided By:
Sullivan Benefits

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New York

Affected Employers	New Rate	Effective Date
New York City (NYC) large employers: At least one employee in NYC and 11 or more employees among all other worksites at any time during the current or prior calendar year. (This minimum wage rate is payable to any employees that work in NYC.)	\$11	Dec. 31, 2016
NYC small employers: At least one employee in NYC and 10 or fewer employees among all other worksites at any time during the current or prior calendar year. (This minimum wage rate is payable to any employees that work in NYC.)	\$10.50	Dec. 31, 2016
Employers in Long Island and Westchester	\$10	Dec. 31, 2016
Employers in the remainder of the state of New York	\$9.70	Dec. 31, 2016

California

Affected Employers	New Rate	Effective Date
Employers with 26 or more employees	\$10.50	Jan. 1, 2017
Employers with 25 or fewer employees	\$10	Jan. 1, 2017

Other States

State	New Rate	Effective Date	State	New Rate	Effective Date
Alaska	\$9.80	Jan. 1, 2017	Michigan	\$8.90	Jan. 1, 2017
Arizona	\$10	Jan. 1, 2017	Missouri	\$7.70	Jan. 1, 2017
Arkansas	\$8.50	Jan. 1, 2017	Montana	\$8.15	Jan. 1, 2017
Colorado	\$9.30	Jan. 1, 2017	New Jersey	\$8.44	Jan. 1, 2017
Connecticut	\$10.10	Jan. 1, 2017	Ohio	\$8.15	Jan. 1, 2017
Florida	\$8.10	Jan. 1, 2017	Oregon	\$10.25	Jan. 1, 2017
Hawaii	\$9.25	Jan. 1, 2017	South Dakota	\$8.65	Jan. 1, 2017
Maine	\$9	Jan. 1, 2017	Vermont	\$10	Jan. 1, 2017
Maryland	\$9.25	Jan. 1, 2017	Washington	\$11	Jan. 1, 2017
Massachusetts	\$11	Jan. 1, 2017			

More Information

Please contact Sullivan Benefits for more information on wage and hour laws.