

**2016 Minimum Wage Sheet
EFFECTIVE JANUARY 2016**

What You Need to Know

Many states, as well as discrete cities and counties, are increasing the minimum wage rate of pay in 2016

Many states and local jurisdictions will increase their minimum wage in 2016. No increase will be made to the federal minimum wage. The chart below lists the jurisdictions where increases are to be effective in 2016 and the corresponding dates.

Jurisdiction	Current	New	Effective Date	Notes
Alabama - Birmingham only	\$7.25	\$8.50	7/1/16	
Alaska	\$8.75	\$9.75	1/1/16	
Arkansas	\$7.50	\$8.00	1/1/16	
California	\$9.00	\$10.00	1/1/16	
California - Berkeley only	\$11.00	\$12.53	10/1/16	
California - Emeryville only	\$12.25 or \$14.44	\$13.00 or TBD	7/1/16	The minimum wage for employers with 56 or more employees in Emeryville will be set by consumer price indexing, currently estimated to be \$14.82.
California - Los Angeles	\$9.00	\$10.50	7/1/16	Businesses with fewer than 26 employees will not be subject to the new minimum wage until 7/1/17.
California - L.A. County only	\$9.00	\$10.50	7/1/16	Businesses with fewer than 26 employees will not be subject to the new minimum wage until 7/1/17.
California - Mountain View only	\$10.30	\$11.00	1/1/16	
California - Oakland only	\$12.25	\$12.55	1/1/16	Employers also have an obligation to communicate increase to workers by 12/15/15.
California - Palo Alto only	\$9.00	\$11.00	1/1/16	
California - Richmond only	\$9.60	\$11.52	1/1/16	Employers that pay \$1.50 per hour towards health benefits plan may pay \$10.02.

California - San Francisco only	\$12.25	\$13.00	7/1/16	
California - Santa Clara only	\$9.00	\$11.00	1/1/16	
California - Sunnyvale only	\$10.30	\$11.00	7/1/16	Ordinance to effectuate increase is pending.
Colorado	\$8.23	\$8.31	1/1/16	
Connecticut	\$9.15	\$9.60	1/1/16	
Dist. of Columbia	\$10.50	\$11.50	7/1/16	
Hawaii	\$7.75	\$8.50	1/1/16	
Illinois - Chicago only	\$10.00	\$10.50	7/1/16	
Kentucky - Lexington only	\$7.25	\$8.20	7/1/16	
Kentucky - Louisville only	\$7.75	\$8.25	7/1/16	
Maine - Portland only	\$7.50	\$10.10	1/1/16	
Maryland	\$8.25	\$8.75	7/1/16	
Maryland - Montgomery County only	\$9.55	\$10.75	7/1/16	Certain recreational facilities need only pay 85% of the regular minimum wage.
Maryland - Prince George's County only	\$9.55	\$10.75	10/1/16	Certain recreational facilities need only pay 85% of the regular minimum wage.
Massachusetts	\$9.00	\$10.00	1/1/16	
Michigan	\$8.15	\$8.50	1/1/16	
Minnesota	\$7.25 or \$9.00	\$7.75 or \$9.50	8/1/16	Businesses with an annual sales volume of \$500,000 or more pay the higher rate.
Nebraska	\$8.00	\$9.00	1/1/16	
New York	\$8.75	\$9.00	12/31/15	Fast food workers must be paid \$9.75, or \$10.50 if in NYC.
Rhode Island	\$9.00	\$9.60	1/1/16	
South Dakota	\$8.50	\$8.55	1/1/16	
Vermont	\$9.15	\$9.60	1/1/16	
Washington - Seattle only	\$11.00	\$10.50 to \$13.00	1/1/16	Businesses with more than 500 employees pay \$13.00; large employers contributing to health benefits pay \$12.50. Smaller employers that pay \$1.50/hour

				towards health benefits pay \$10.50, and those that do not pay \$12.00.
Washington - Tacoma only	\$9.47	\$10.35	2/1/16	
West Virginia	\$8.00	\$8.75	1/1/16	

The federal minimum wage will remain at \$7.25 for 2016. However, **federal contractors** must pay a minimum wage of **\$10.15** to those employees working on contracts entered into *on or after* January 1, 2016 (an increase from \$10.10).

The listed wage rates do **not** include minimum wage rates for tipped employees, which may vary by jurisdiction. You should check with your local counsel about such rates and any requirements that must be met in order to take advantage of the lesser rates for tipped employees.

*This client advisory was written by **Beth O'Neal**. If you wish to inquire further about our employment counseling and litigation practices, please contact Beth or your attorney at **Conn Kavanaugh Rosenthal Peisch & Ford, LLP**.*

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