

National Employment Law Project

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25 States & Localities Approved Minimum Wage Increases in 2016, More Than Any Year Since Fight for \$15 Began

Campaigns Underway in More Than One Dozen Additional Jurisdictions to Continue Movement's Winning Streak in 2017 and 2018

Washington, DC – The Fight for \$15 continued to accelerate in 2016 – just four years after it began – winning major minimum wage victories from coast to coast. The movement, led by fast-food and other low-wage workers, grew in scale and influence in 2016, with 25 states, cities and counties raising pay for 11.8 million workers. New campaigns seeking to raise pay for 8 million more workers in at least 13 states and cities are teed up for 2017 and 2018.

When combined with increases approved in recent years, on New Year's Day 2017, workers in at least 41 states, cities and counties will receive raises – followed later in 2017 by raises for workers in another 21 states and cities. Below are highlights of 2016's minimum wage wins and new campaigns moving forward in 2017 and 2018:

- **In 2016, a total of 25 states and localities approved minimum wage increases (see Table 1).**
 - **7 states** (Arizona, California, Colorado, Maine, New York, Oregon and Washington) approved raising their minimum wages to between \$12 and \$15 per hour. Three of these states passed minimum wage increases through their state legislatures and four through ballot initiatives.
 - **18 cities and counties** approved minimum wage increases ranging from \$10.10 to \$15.
 - This wave of action brings to 19 the total number of states and cities with **\$15 minimum wages**, which will deliver large raises to as many as 1 in 3 workers.
 - Some of the largest New Year's Day raises will be in **New York City, Arizona, Seattle** (large employers not offering benefits), and the **California cities** of Cupertino, Los Altos, Mountain View, San Leandro, San Mateo and Sunnyvale, where workers will enjoy close to a \$2.00 raise.
 - 12 cities and counties adopted narrower minimum wage increases for **city employees** or employees of city contractors, ranging from \$10.10 to \$19 (see **Table 2**).
 - Maine and Flagstaff, AZ, became the first jurisdictions in more than 30 years to eliminate the unfair **subminimum wage for tipped workers**, in a sign of the growing momentum of the "One Fair Wage" movement. Three other localities (Washington, DC, Cook County, IL, and Polk County, IA) also increased the tipped subminimum wage, though they fell short of One Fair Wage.
 - An estimated **11.8 million workers** will receive raises through minimum increases adopted in 2016, most of them stemming from minimum wages victories in California and New York.

- **On or about New Year's Day, 41 states and localities will increase their minimum wages (Table 3).**
 - **18 states** will raise their minimum wage on New Year's Day, and **one** additional state (New York) will increase its minimum wage on New Year's Eve. Of these:
 - 6 (Arizona, California, Colorado, Maine, New York and Washington) will implement the first step of their new minimum wage laws;

- 3 (Arkansas, Connecticut and Massachusetts) will finalize implementation;
 - 3 (Hawaii, Michigan and Vermont) are in the midst of implementation; and
 - 7 (Alaska, Florida, Missouri, Montana, New Jersey, Ohio and South Dakota) will increase their minimum wages through indexing.
- **22 cities and counties** will raise their wage floors on New Year's Day:
 - 5 will implement the first step of their new minimum wage ordinances;
 - 3 will finalize implementation;
 - 9 are in the midst of implementation; and
 - 5 will increase their minimum wages through indexing.
- **Later in 2017, 21 additional states and cities will increase their minimum wages (Table 4).** These include:
 - 2 states (Maryland and Oregon), which are in the midst of implementation;
 - 1 state (Nevada), which will increase its wage floor through indexing;
 - 16 cities and counties that are taking the first, final or middle step in the implementation of their minimum wage laws; and
 - 2 additional localities that are increasing their minimum wages through indexing.
- **At least 13 more states, cities and counties are launching or continuing campaigns for minimum wage increases of up to \$15 over the next two years (Table 5).** These include:
 - 8 states (New Jersey, Vermont, Massachusetts, Connecticut, Rhode Island, New Hampshire, Ohio and Pennsylvania) with \$15 minimum wage campaigns;
 - 4 localities (Minneapolis, Baltimore, Montgomery County, MD, and Santa Clara, CA) with \$15 minimum wage campaigns; and
 - 1 city (Washington, DC) with a One Fair Wage ballot campaign to gradually eliminate the unfair subminimum wage for tipped workers.
 - If successful, these campaigns would raise pay for at least **8 million more workers**.

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The National Employment Law Project is a non-partisan, not-for-profit organization that conducts research and advocates on issues affecting low-wage and unemployed workers. For more about NELP, visit www.nelp.org or www.raisetheminimumwage.org.

Table 1: Minimum Wage Increases Approved in 2016, State and Local¹

Jurisdiction	Approved Wage	Tipped Wage	Cost of Living Indexing	Est. Worker Impact	Type of Measure
Arizona	\$12.00 by 2020	No change	No	757,000	Ballot
California	\$15.00 by 2022-23	No change (100%)	Yes (2024)	5,489,000	Legislative
Colorado	\$12.00 by 2020	No change	Yes (2021)	477,000	Ballot
Maine	\$12.00 by 2020	Phases up to 100%	Yes (2021)	181,000	Ballot
New York	\$15.00 by 2018-21	No change	No	3,162,345	Legislative
Oregon	\$14.75, \$13.50 & \$12.50 by 2022	No change (100%)	Yes (2023)	623,300	Legislative
Washington State	\$13.50 by 2020	No change (100%)	Yes (2021)	621,700	Ballot
Flagstaff, AZ	\$15.00 by 2021	Phases up to 100%	Yes (2022)	22,000	Ballot
Berkeley, CA	\$15.00 by 2018	No change (100%)	Yes (2019)	<i>Included in CA total</i>	Legislative
Cupertino, CA	\$15.00 by 2019	No change (100%)	Yes (2020)	<i>Not Available</i>	Legislative
Los Altos, CA	\$15.00 by 2019	No change (100%)	Yes (2020)	<i>Not available</i>	Legislative
Malibu, CA	\$15.00 by 2020-21	No change (100%)	Yes (2022)	<i>Included in CA total</i>	Legislative
Palo Alto, CA	\$15.00 by 2019	No change (100%)	TBD (2019)	<i>Included in CA total</i>	Legislative
Pasadena, CA	\$15.00 by 2020	No change (100%)	Yes (2022)	<i>Included in CA total</i>	Legislative
San Jose, CA	\$15.00 by 2019	No change (100%)	Yes	115,000	Legislative
San Leandro, CA	\$15.00 by 2020	No Change (100%)	No	<i>Not available</i>	Legislative
San Mateo, CA	\$15.00 by 2019-20	No change (100%)	Yes (2021)	<i>Included in CA total</i>	Legislative
Santa Monica, CA	\$15.00 by 2020-21; \$15.37 by 2017 (hotel industry)	No change (100%)	Yes (2022 most industries; 2017 hotel industry)	<i>Included in CA total</i>	Legislative
Sunnyvale, CA	\$15.00 by 2018	No change (100%)	Yes (2019)	<i>Included in CA total</i>	Legislative
Washington, DC	\$15.00 by 2020	Phases up to \$5	Yes (2021)	114,000	Legislative
Miami Beach, FL	\$13.31 by 2021		TBD (2021)	<i>Not available</i>	Legislative
Cook County, IL	\$13.00 by 2020	State rate + CPI (2018)	TBD (2020)	200,000	Legislative
Linn County, IA	\$10.25 by 2019	No change	No	18,400	Legislative
Polk County, IA	\$10.75 by 2019	Phases up to \$5	Yes (2020)	60,000	Legislative
Wapello County, IA	\$10.10 by 2019	No change	Yes (2019)	<i>Not available</i>	Legislative
Worker Impact After Full Implementation:				11,840,745	---

Table 2: Minimum Wage Increases Approved in 2016, Public Employees and Public Contractors

Jurisdiction	Approved Wage	Cost of Living Indexing	Est. Worker Impact	Type of Measure
Shakopee, MN (with tax subsidies) ²	\$19.00	No	<i>Not available</i>	Legislative
Bloomfield, NJ ³	\$15.00	No	400	Legislative
East Orange, NJ ⁴	\$15.00 by 2018	No	158	Collective Bargaining
Jersey City, NJ ⁵	\$15.00 by 2016	No	500	Executive
Newark, NJ ⁶	\$15.00 by 2018	No	<i>Not available</i>	Executive
New York, NY (low-wage city and nonprofit contract workers) ⁷	\$15.00 by 2018	No	50,000	Executive
Durham, NC ⁸	\$15.00 by 2018	No	<i>Not available</i>	Legislative
Charlotte, NC ⁹	\$15.00 by 2020	No	<i>Not available</i>	Legislative
Cincinnati, OH ¹⁰	\$15.00 (FT workers) \$10.10 (PT, seasonal)	No	1,166	Legislative
San Marcos, TX (tax exemptions) ¹¹	\$15.00 by 2016	No	<i>Not available</i>	Legislative
Dane County, WI ¹²	\$15.00 by 2022	Yes	1,000	Legislative
Milwaukee County, WI ¹³	\$15.00 by 2021	Yes	<i>Not available</i>	Legislative
Public Sector: Estimated Worker Impact:			53,224	---

Table 3: States and Localities with Minimum Wage Raises On or About January 1, 2017

Jurisdiction	New Minimum Wage	Effective Date	Current Minimum Wage	Scheduled Step or Index	Approved Min. Wage	Year Approved
Alaska ¹⁴	\$9.80	01/01/2017	\$9.75	Index	\$9.75 by 2016	2014
Arizona ¹⁵	\$10.00	01/01/2017	\$8.05	Scheduled (<i>first step</i>)	\$12.00 by 2020	2016
Arkansas ¹⁶	\$8.50	01/01/2017	\$8.00	Scheduled (<i>final step</i>)	\$8.50 by 2017	2014
California ¹⁷	\$10.50 (Large employers) \$10.00 (small employees)	01/01/2017	\$10.00	Scheduled (<i>first step</i>)	\$15.00 by 2022-23	2016
Colorado ¹⁸	\$9.30	01/01/2017	\$8.31	Scheduled (<i>first step</i>)	\$12.00 by 2020	2016
Connecticut ¹⁹	\$10.10	01/01/2017	\$9.60	Scheduled (<i>final step</i>)	\$10.10 by 2017	2014
Florida ²⁰	\$8.10	01/01/2017	\$8.05	Index	\$6.15 by 2005	2004
Hawaii ²¹	\$9.25	01/01/2017	\$8.50	Scheduled	\$10.10 by 2018	2014
Maine ²²	\$9.00	01/01/2017	\$7.50	Scheduled (<i>first step</i>)	\$12.00 by 2020	2016
Massachusetts ²³	\$11.00	01/01/2017	\$10.00	Scheduled (<i>final step</i>)	\$11.00 by 2017	2014
Michigan ²⁴	\$8.90	01/01/2017	\$8.50	Scheduled	\$9.25 by 2018	2014
Missouri ²⁵	\$7.70	01/01/2017	\$7.65	Index	Cost of living adjustment	2008
Montana ²⁶	\$8.15	01/01/2017	\$8.05	Index	Greater of federal rate or \$6.15 by 2007	2006
New Jersey ²⁷	\$8.44	01/01/2017	\$8.38	Index	\$8.25 by 2015	2013
New York ²⁸	\$12.00 (NYC, fast food) \$10.75 (balance of state, fast food) \$11.00 (NYC large employers) \$10.50 (NYC small employers) \$10.00 (Long Island & Westchester) \$9.70 (balance of state)	12/31/2016	\$9.00 \$10.50 (NYC fast food) \$9.75 (Upstate fast food)	Scheduled (<i>first step & middle step</i>)	\$15.00 by 2018-21	2015 & 2016

Jurisdiction	New Minimum Wage	Effective Date	Current Minimum Wage	Scheduled Step or Index	Approved Min. Wage	Year Approved
Ohio ²⁹	\$8.15	01/01/2017	\$8.10	Index	\$6.85 by 2007	2006
South Dakota ³⁰	\$8.65	01/01/2017	\$8.55	Index	\$8.50 by 2015	2014
Vermont ³¹	\$10.00	01/01/2017	\$9.60	Scheduled	\$10.50 by 2018	2014
Washington State ³²	\$11.00	01/01/2017	\$9.47	Scheduled (<i>first step</i>)	\$13.50 by 2020	2016
Cupertino, CA ³³	\$12.00	01/01/2017	\$10.00 (state)	Scheduled (<i>first step</i>)	\$15.00 by 2019	2016
El Cerrito, CA ³⁴	\$12.25	01/01/2017	\$11.60	Scheduled	\$15.00 by 2019	2015
Los Altos, CA ³⁵	\$12.00	01/01/2017	\$10.00 (state)	Scheduled (<i>first step</i>)	\$15.00 by 2019	2016
Mountain View, CA ³⁶	\$13.00	01/01/2017	\$11.00	Scheduled	\$15.00 by 2018	2015
Oakland, CA ³⁷	\$12.86	01/01/2017	\$12.55	Index	\$12.25 by 2015	2014
Palo Alto, CA ³⁸	\$12.00	01/01/2017	\$11.00	Scheduled (<i>first step</i>)	\$15.00 by 2019	2016
Richmond, CA ³⁹	\$12.30	01/01/2017	11.52	Scheduled	\$13.00 by 2018	2014
San Diego, CA ⁴⁰	\$11.50	01/01/2017	\$10.50	Scheduled (<i>final step</i>)	\$11.50 by 2017	2014
San Jose, CA ⁴¹	\$10.50	01/01/2017	\$10.30	Scheduled	\$15.00 by 2019	2016
San Mateo, CA ⁴²	\$12.00 (citywide) \$10.50 (non-profit)	01/01/2017	\$10.00	Scheduled	\$15.00 by 2019-20	2016
Santa Clara, CA ⁴³	\$11.10	01/01/2017	\$11.00	Index	\$11.00 by 2016	2015
Sunnyvale, CA ⁴⁴	\$13.00	01/01/2017	\$11.00	Scheduled	\$15.00 by 2018	2016
Johnson County, IA ⁴⁵	\$10.10	01/01/2017	\$9.15	Scheduled (<i>final step</i>)	\$10.10 by 2017	2015
Linn County, IA ⁴⁶	\$8.25	01/01/2017	\$7.25 (state & federal)	Scheduled (<i>first step</i>)	\$10.25 by 2019	2016
Wapello County, IA ⁴⁷	\$8.20	01/01/2017	\$7.25 (state & federal)	Scheduled (<i>first step</i>)	\$10.10 by 2019	2016

Jurisdiction	New Minimum Wage	Effective Date	Current Minimum Wage	Scheduled Step or Index	Approved Min. Wage	Year Approved
Portland, ME ⁴⁸	\$10.68	01/01/2017	\$10.10	Scheduled (<i>final step</i>)	\$10.68 by 2017	2015
Albuquerque, NM ⁴⁹	\$8.80 (no benefits) \$7.80 (health or child care benefits)	01/01/2017	\$8.75 (no benefits) \$7.75 (with benefits)	Index	\$8.50 by 2013	2012
Bernalillo County, NM ⁵⁰	\$8.70	01/01/2017	\$8.65	Index	\$8.50 by 2014	2013
Las Cruces, NM ⁵¹	\$9.20	01/01/2017	\$8.40	Scheduled	\$10.10 by 2019	2014
SeaTac, WA ⁵²	\$15.35	01/01/2017	\$15.24	Index	\$15.00 by 2014	2013
Seattle, WA ⁵³	\$15.00 (large employers, no ben.) \$13.50 (large employers, benefits) \$13.00 (small employers, no ben.) \$11.00 (small employers, benefits)	01/01/2017	\$13.00 (large employers, no benefits) \$12.50 (large employers, with benefits) \$12.00 (small employers, no benefits) \$10.50 (small employers, with benefits)	Scheduled	\$15.00 by 2017-21	2014
Tacoma, WA ⁵⁴	\$11.15	01/01/2017	\$10.35	Scheduled	\$12.00 by 2018	2015

Table 4: States and Localities with Minimum Wage Increases Later in 2017

Jurisdiction	New Minimum Wage	Effective Date	Current Minimum Wage	Scheduled Step or Index	Approved Min. Wage	Year Approved
Maryland ⁵⁵	\$9.25	07/01/2017	\$8.75	Scheduled	\$10.10 by 2018	2014
Nevada	TBD	07/01/2017	\$8.25 (no health benefits) \$7.25 (with benefits) ⁵⁶	Index	\$6.15 (no ben.) \$5.15 (with ben.)	2004/2006
Oregon ⁵⁷	\$11.25 (Portland metro area) \$10.00 (rural Oregon) \$10.25 (balance of state)	07/01/2017	\$9.25	Scheduled	\$14.75, \$12.50, \$13.50 by 2022	2016
Flagstaff, AZ ⁵⁸	\$12.00	07/01/2017	\$8.05 (state)	Scheduled (<i>first step</i>)	\$15.00 by 2021	2016
Berkeley, CA ⁵⁹	\$13.75	10/01/2017	\$12.53	Scheduled	\$15.00 by 2018	2016
Emeryville, CA ⁶⁰	\$15.20 (est., large employers) \$14.00 (small employers)	07/01/2017	\$14.82 (large employers) \$13.00 (small employer)	Scheduled & Index	\$15.00 by 2018	2015
Los Angeles, CA ⁶¹	\$12.00 (large employers) \$10.50 (small employers)	07/01/2017	\$10.50 (large employers) \$10.00 (small employer)	Scheduled	\$15.00 by 2020-21	2015
Los Angeles County, CA ⁶²	\$12.00 (large employers) \$10.50 (small employers)	07/01/2017	\$10.50 (large employers) \$10.00 (small employer)	Scheduled	\$15.00 by 2020-21	2015
Malibu, CA ⁶³	\$12.00 (large employers) \$10.50 (small employers)	07/01/2017	\$10.50 (large employers) \$10.00 (small employers)	Scheduled	\$15.00 by 2020-21	2016
Pasadena, CA ⁶⁴	\$12.00 (large employers) \$10.50 (small employers)	07/01/2017	\$10.50 (large employers) \$10.00 (small employers)	Scheduled	\$15.00 by 2020	2016
San Francisco, CA ⁶⁵	\$14.00	07/01/2017	\$13.00	Scheduled	\$15.00 by 2018	2014
San Leandro, CA ⁶⁶	\$12.00	07/01/2017	\$10.00 (state)	Scheduled (<i>first step</i>)	\$15.00 by 2020	2016
Santa Monica, CA ⁶⁷	\$15.37 + CPI (hotels) \$12.00 (large employers) \$10.50 (small employers)	07/01/2017	\$13.25 (hotels) \$10.50 (large employers) \$10.00 (small employers)	Scheduled	\$15.00 by 2020-21; \$15.37 by 2017	2016
Washington, DC ⁶⁸	\$12.50	07/01/2017	\$11.50	Scheduled	\$15.00 by 2020	2016
Chicago, IL ⁶⁹	\$11.00	07/01/2017	\$10.50	Scheduled	\$13.00 by 2019	2014
Cook County, IL ⁷⁰	\$10.00	07/01/2017	\$8.25 (state)	Scheduled (<i>first step</i>)	\$13.00 by 2020	2016
Polk County, IA ⁷¹	\$8.75	04/01/2017	\$7.25 (state & federal)	Scheduled (<i>first step</i>)	\$10.75 by 2019	2016

Jurisdiction	New Minimum Wage	Effective Date	Current Minimum Wage	Scheduled Step or Index	Approved Min. Wage	Year Approved
Montgomery County, MD ⁷²	\$11.50	07/01/2017	\$10.75	Scheduled (<i>final step</i>)	\$11.50 by 2017	2013
Prince George's County, MD ⁷³	\$11.50	10/01/2017	\$10.75	Scheduled (<i>final step</i>)	\$11.50 by 2017	2013
Santa Fe, NM ⁷⁴	TBD	03/01/2017	\$10.91	Index	\$9.50 by 2006	2003
Santa Fe County, NM ⁷⁵	TBD	03/01/2017	\$10.91	Index	\$10.66 by 2014	2014

Table 5: Ongoing or New Campaigns for 2017-2018

Jurisdiction	Proposed Wage	Tipped Wage	Cost of Living Indexing	Est. Worker Impact ⁷⁶	Type of Measure
Connecticut	\$15 by 2022		No	524,403	Legislative
Massachusetts	\$15 by 2021		No	1,010,966	Legislative
New Hampshire	\$12 to \$15		Yes	225,305	Legislative
New Jersey	\$15 by 2024		Yes	1,354,468	Legislative
Ohio	\$12 to \$15		Yes	2,264,247	Ballot
Pennsylvania	\$15	Phases up to 100%	Yes	2,085,000	Legislative
Rhode Island	\$15		Yes	187,287	Legislative
Vermont	\$15		Yes	116,765	Legislative
Santa Clara County, CA	\$15 by 2019	No change (100%)		<i>Not available</i>	Legislative
Baltimore, MD	\$15	Phases up to 100%	Yes	98,000 ⁷⁷	Legislative
Montgomery County, MD	\$15 by 2020	\$4.00 to 100% of full min wage	Yes (2021)	106,800	Legislative
Minneapolis, MN	\$15 by 2021	No change (100%)	Yes	71,000 ⁷⁸	Legislative
Washington, DC (One Fair Wage for tipped employees)	---	Phases up to 100%	---	<i>Not available</i>	Ballot
Estimated Worker Impact:				8,044,241	---

ENDNOTES

- ¹ For private sector details, including worker impact and year of passage, see Table 3, National Employment Law Project, *Minimum Wage a Big Winner on Election Day*, November 2016, <http://www.nelp.org/content/uploads/Minimum-Wage-Wins-2016-Elections.pdf>.
- ² http://www.swnewsmedia.com/shakopee_valley_news/news/local/city-increases-minimum-wage-to-for-businesses-getting-subsidies/article_d623873c-8691-5b42-8575-5e5722ab25fb.html.
- ³ http://www.nj.com/essex/index.ssf/2016/03/east_orange_bloomfield_join_push_to_raise_state_mi.html.
- ⁴ http://www.nj.com/essex/index.ssf/2016/03/east_orange_bloomfield_join_push_to_raise_state_mi.html.
- ⁵ http://www.nj.com/hudson/index.ssf/2016/02/jersey_city_to_raise_wages_of_city_workers_to_15_a.html.
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- ⁷ <http://www.nytimes.com/2016/01/06/nyregion/mayor-to-raise-base-pay-for-city-workers-15-an-hour.html>.
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- ¹¹ http://www.cnhic.com/featured_stories/small-texas-city-adopts-minimum-wage/article_10d9e1a2-d5b1-11e5-926a-13f7cd67e41f.html?mode=jqm.
- ¹² <http://www.dailycardinal.com/article/2016/09/county-board-votes-to-raise-minimum-wage>.
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- ¹⁴ <http://labor.alaska.gov/news/2016/news16-44.pdf>
- ¹⁵ <http://apps.azsos.gov/election/2016/general/ballotmeasuretext/l-24-2016.pdf>.
- ¹⁶ <http://www.labor.arkansas.gov/Websites/labor/images/FactSheetIncreaseArkansasMinimumWage.pdf>.
- ¹⁷ https://www.gov.ca.gov/docs/Fact_Sheet_Boosting_Californias_Minimum_Wage.pdf.
- ¹⁸ [https://ballotpedia.org/Colorado_\\$12_Minimum_Wage,_Amendment_70_\(2016\)](https://ballotpedia.org/Colorado_$12_Minimum_Wage,_Amendment_70_(2016)).

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 - 20 <http://www.floridajobs.org/docs/default-source/2017-minimum-wage/florida-minimum-wage-2017-announcement.pdf?sfvrsn=2>.
 - 21 <http://labor.hawaii.gov/wsd/minimum-wage/>.
 - 22 http://maine.gov/labor/labor_laws/faqs.html.
 - 23 <http://www.mass.gov/courts/case-legal-res/law-lib/laws-by-subj/about/minwage.html>.
 - 24 http://www.michigan.gov/lara/0,4601,7-154-11407_32352-140972--,00.html.
 - 25 <https://labor.mo.gov/DLS/MinimumWage>.
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 - 29 http://www.com.ohio.gov/documents/dico_2017MinimumWageposter.pdf.
 - 30 http://dlr.sd.gov/news/releases16/nr101916_minimum_wage.pdf.
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 - 35 <http://www.losaltosca.gov/ed/page/minimum-wage>.
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 - 37 <http://www2.oaklandnet.com/government/o/CityAdministration/d/MinimumWage/index.htm>.
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