

New York State Minimum Thresholds (Non-Exempt and Exempt)

Hourly Wage

The federal minimum wage is \$7.25 per hour effective July 24, 2009. Many states also have minimum wage laws. In cases where an employee is subject to both state and federal minimum wage laws, the employee is entitled to the higher minimum wage.

As of December 31, 2015, the Minimum Cash Wage for Tipped Workers is \$7.50 per hour.

NEW YORK STATE MINIMUM HOURLY WAGE							
Location	12/31/15	12/31/16	12/31/17	12/31/18	12/31/19	12/31/20	12/31/21
Greater New York State	\$9.00 per hour	\$9.70 per hour	\$10.40 per hour	\$11.10 per hour	\$11.80 per hour	\$12.50 per hour	*
New York City Large Employers (11 or more)		\$11.00 per hour	\$13.00 per hour	\$15.00 per hour			
New York City Small Employers (10 or fewer)		\$10.50 per hour	\$12.00 per hour	\$13.50 per hour	\$15.00 per hour		
Long Island & Westchester		\$10.00 per hour	\$11.00 per hour	\$12.00 per hour	\$13.00 per hour	\$14.00 per hour	\$15.00 per hour

* Move toward \$15.00 (\$10.00 tipped wage) on indexed schedule to be determined after reviewing the wage's economic impact using studies conducted beginning in 2019. The state would then use that information to plan increases OR suspend the increase temporarily. Starting 2021, the annual increases will be published on or before October 1.

Exempt Salary Threshold for Executive and Administrative Exemptions

As of December 28, 2016, gradual increase to the New York State exempt minimum salary level.

NEW YORK STATE EXEMPT SALARY THRESHOLD *							
Location	12/31/15	12/31/16	12/31/17	12/31/18	12/31/19	12/31/20	12/31/21
Greater New York State	Executive/ Administrative: \$675.00 per week (\$35,100 annually)	\$727.50 per week <small>(\$37,830 annually)</small>	\$780.00 per week <small>(\$40,560 annually)</small>	\$832.00 per week <small>(\$43,264 annually)</small>	\$885.00 per week <small>(\$46,020 annually)</small>	\$937.50 per week <small>(\$48,750 annually)</small>	
New York City Large Employers (11 or more)		\$825.00 per week <small>(\$42,900 annually)</small>	\$975.00 per week <small>(\$50,700 annually)</small>	\$1,125.00 per week <small>(\$58,500 annually)</small>			
New York City Small Employers (10 or fewer)	Professional: \$455.00 per week (\$23,660 annually)	\$787.50 per week <small>(\$40,950 annually)</small>	\$900.00 per week <small>(\$46,800 annually)</small>	\$1,012.50 per week <small>(\$52,650 annually)</small>	\$1,125.00 per week <small>(\$58,500 annually)</small>		
Long Island & Westchester		\$750.00 per week <small>(\$39,000 annually)</small>	\$825.00 per week <small>(\$42,900 annually)</small>	\$900.00 per week <small>(\$46,800 annually)</small>	\$975.00 per week <small>(\$50,700 annually)</small>	\$1,050.00 per week <small>(\$54,600 annually)</small>	\$1,125.00 per week <small>(\$58,500 annually)</small>

* For Executive and Administrative Exemptions only. Professional Exemption salary threshold is \$455.00 per week (\$23,660).