

BASIC MINIMUM HOURLY RATE (per hour)

...as of	12/31/19	06/30/20	12/31/20	12/31/21	12/31/22	01/01/24
BASIC MINIMUM HOURLY RATE						
NYC - Large Employers (of 11 or more)	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$16.00
NYC - Small Employers (10 or less)	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$16.00
Long Island & Westchester	\$13.00	\$13.00	\$14.00	\$15.00	\$15.00	\$16.00
Remainder of New York State	\$11.80	\$11.80	\$12.50	\$13.20	\$14.20	\$15.00

TIPPED ALLOWANCES (per hour)

...as of	12/31/19	06/30/20	12/31/20	12/31/21	12/31/22	01/01/24
TIP ALLOWANCE - LOW (tips averaging at least)						
NYC - Large Employers (of 11 or more)	\$2.25	\$1.15	\$0.00	\$0.00	\$0.00	\$0.00
NYC - Small Employers (10 or less)	\$2.25	\$1.15	\$0.00	\$0.00	\$0.00	\$0.00
Long Island & Westchester	\$1.95	\$1.00	\$0.00	\$0.00	\$0.00	\$0.00
Remainder of New York State	\$1.75	\$0.90	\$0.00	\$0.00	\$0.00	\$0.00
TIP ALLOWANCE - HIGH (tips averaging at least)						
NYC - Large Employers (of 11 or more)	\$3.65	\$1.85	\$0.00	\$0.00	\$0.00	\$0.00
NYC - Small Employers (10 or less)	\$3.65	\$1.85	\$0.00	\$0.00	\$0.00	\$0.00
Long Island & Westchester	\$3.20	\$1.60	\$0.00	\$0.00	\$0.00	\$0.00
Remainder of New York State	\$2.90	\$1.45	\$0.00	\$0.00	\$0.00	\$0.00

UNIFORM MAINTENANCE ALLOWANCES (per week)

...as of	12/31/19	06/30/20	12/31/20	12/31/21	12/31/22	01/01/24
LOW (20 or fewer weekly hours)						
NYC - Large Employers (of 11 or more)	\$8.90	\$8.90	\$8.90	\$8.90	\$8.90	\$9.50
NYC - Small Employers (10 or less)	\$8.90	\$8.90	\$8.90	\$8.90	\$8.90	\$9.50
Long Island & Westchester	\$7.75	\$7.75	\$8.30	\$8.90	\$8.90	\$9.50
Remainder of New York State	\$7.00	\$7.00	\$7.45	\$7.85	\$8.45	\$8.95
MEDIUM (over 20 and up to 30 weekly hours)						
NYC - Large Employers (of 11 or more)	\$14.75	\$14.75	\$14.75	\$14.75	\$14.75	\$15.75
NYC - Small Employers (10 or less)	\$14.75	\$14.75	\$14.75	\$14.75	\$14.75	\$15.75
Long Island & Westchester	\$12.80	\$12.80	\$13.75	\$14.75	\$14.75	\$15.75
Remainder of New York State	\$11.60	\$11.60	\$12.30	\$13.00	\$14.00	\$14.80
HIGH (over 30 weekly hours)						
NYC - Large Employers (of 11 or more)	\$18.65	\$18.65	\$18.65	\$18.65	\$18.65	\$19.90
NYC - Small Employers (10 or less)	\$18.65	\$18.65	\$18.65	\$18.65	\$18.65	\$19.90
Long Island & Westchester	\$16.20	\$16.20	\$17.40	\$18.65	\$18.65	\$19.90
Remainder of New York State	\$14.70	\$14.70	\$15.55	\$16.40	\$17.65	\$18.65

Miscellaneous Industry

MEAL ALLOWANCE (per meal)

	...as of	12/31/19	06/30/20	12/31/20	12/31/21	12/31/22	01/01/24
MEAL ALLOWANCE							
NYC - Large Employers (of 11 or more)		\$5.15	\$5.15	\$5.15	\$5.15	\$5.15	\$5.50
NYC - Small Employers (10 or less)		\$5.15	\$5.15	\$5.15	\$5.15	\$5.15	\$5.50
Long Island & Westchester		\$4.50	\$4.50	\$4.80	\$5.15	\$5.15	\$5.50
Remainder of New York State		\$4.05	\$4.05	\$4.30	\$4.55	\$4.90	\$5.20

LODGING ALLOWANCES - EXCEPT NON-PROFITS (per day)

	...as of	12/31/19	06/30/20	12/31/20	12/31/21	12/31/22	01/01/24
LODGING							
NYC - Large Employers (of 11 or more)		\$6.35	\$6.35	\$6.35	\$6.35	\$6.35	\$6.75
NYC - Small Employers (10 or less)		\$6.35	\$6.35	\$6.35	\$6.35	\$6.35	\$6.75
Long Island & Westchester		\$5.50	\$5.50	\$5.90	\$6.35	\$6.35	\$6.75
Remainder of New York State		\$5.00	\$5.00	\$5.30	\$5.60	\$6.00	\$6.35

HOUSE OR APARTMENT WITH UTILITIES

NYC - Large Employers (of 11 or more)		\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	\$12.80
NYC - Small Employers (10 or less)		\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	\$12.80
Long Island & Westchester		\$10.40	\$10.40	\$11.20	\$12.00	\$12.00	\$12.80
Remainder of New York State		\$9.45	\$9.45	\$10.00	\$10.55	\$11.35	\$12.00

LODGING ALLOWANCES - NON-PROFITS

	...as of	12/31/19	06/30/20	12/31/20	12/31/21	12/31/22	01/01/24
LODGING (per day)							
NYC - Large Employers (of 11 or more)		\$8.90	\$8.90	\$8.90	\$8.90	\$8.90	\$9.50
NYC - Small Employers (10 or less)		\$8.90	\$8.90	\$8.90	\$8.90	\$8.90	\$9.50
Long Island & Westchester		\$7.75	\$7.75	\$8.30	\$8.90	\$8.90	\$9.50
Remainder of New York State		\$7.00	\$7.00	\$7.45	\$7.85	\$8.45	\$8.95

HOUSE OR APARTMENT WITH UTILITIES (per day)

NYC - Large Employers (of 11 or more)		\$18.65	\$18.65	\$18.65	\$18.65	\$18.65	\$19.90
NYC - Small Employers (10 or less)		\$18.65	\$18.65	\$18.65	\$18.65	\$18.65	\$19.90
Long Island & Westchester		\$16.20	\$16.20	\$17.40	\$18.65	\$18.65	\$19.90
Remainder of New York State		\$14.70	\$14.70	\$15.55	\$16.40	\$17.65	\$18.65

NON-PROFITS CHILDREN'S CAMPS (per hour)

NYC - Large Employers (of 11 or more)		\$0.75	\$0.75	\$0.75	\$0.75	\$0.75	\$0.80
NYC - Small Employers (10 or less)		\$0.75	\$0.75	\$0.75	\$0.75	\$0.75	\$0.80
Long Island & Westchester		\$0.65	\$0.65	\$0.70	\$0.75	\$0.75	\$0.80
Remainder of New York State		\$0.60	\$0.60	\$0.65	\$0.70	\$0.75	\$0.80

EXECUTIVE AND ADMINISTRATIVE EXEMPTION (per week)

	...as of	12/31/19	06/30/20	12/31/20	12/31/21	12/31/22	01/01/24
MINIMUM SALARY REQUIRED							
NYC - Large Employers (of 11 or more)		\$1,125.00	\$1,125.00	\$1,125.00	\$1,125.00	\$1,125.00	\$1,200.00
NYC - Small Employers (10 or less)		\$1,125.00	\$1,125.00	\$1,125.00	\$1,125.00	\$1,125.00	\$1,200.00
Long Island & Westchester		\$975.00	\$975.00	\$1,050.00	\$1,125.00	\$1,125.00	\$1,200.00
Remainder of New York State		\$885.00	\$885.00	\$937.50	\$990.00	\$1,064.25	\$1,124.20

NOTES

TBD. To be determined administratively prior to the dates indicated.