

**BASIC MINIMUM HOURLY RATE (per hour)**

...as of	12/31/20	12/31/21	12/31/22	01/01/24	01/01/25	01/01/26
<b>BASIC MINIMUM HOURLY RATE</b>						
NYC - Large Employers (of 11 or more)	\$15.00	\$15.00	\$15.00	\$16.00	\$16.50	\$17.00
NYC - Small Employers (10 or less)	\$15.00	\$15.00	\$15.00	\$16.00	\$16.50	\$17.00
Long Island & Westchester	\$14.00	\$15.00	\$15.00	\$16.00	\$16.50	\$17.00
Remainder of New York State	\$12.50	\$13.20	\$14.20	\$15.00	\$15.50	\$16.00

**UNIT RATE - JANITORS IN RESIDENTIAL BUILDINGS**

...as of	12/31/20	12/31/21	12/31/22	01/01/24	01/01/25	01/01/26
<b>UNIT RATE (per unit, per week)</b>						
NYC - Large Employers (of 11 or more)	\$10.00	\$10.00	\$10.00	\$10.65	\$11.00	\$11.35
NYC - Small Employers (10 or less)	\$10.00	\$10.00	\$10.00	\$10.65	\$11.00	\$11.35
Long Island & Westchester	\$9.35	\$10.00	\$10.00	\$10.65	\$11.00	\$11.35
Remainder of New York State	\$8.35	\$8.80	\$9.45	\$10.00	\$10.35	\$10.70
<b>NOT APPLICABLE WHEN WAGES ARE AT LEAST (per week)</b>						
NYC - Large Employers (of 11 or more)	\$638.00	\$638.00	\$638.00	\$680.55	\$701.80	\$723.05
NYC - Small Employers (10 or less)	\$638.00	\$638.00	\$638.00	\$680.55	\$701.80	\$723.05
Long Island & Westchester	\$595.45	\$638.00	\$638.00	\$680.55	\$701.80	\$723.05
Remainder of New York State	\$531.65	\$561.40	\$603.50	\$637.50	\$658.75	\$680.00

**UNIFORM MAINTENANCE ALLOWANCES (per week)**

...as of	12/31/20	12/31/21	12/31/22	01/01/24	01/01/25	01/01/26
<b>LOW (20 or fewer weekly hours)</b>						
NYC - Large Employers (of 11 or more)	\$8.90	\$8.90	\$8.90	\$9.50	\$9.80	\$10.10
NYC - Small Employers (10 or less)	\$8.90	\$8.90	\$8.90	\$9.50	\$9.80	\$10.10
Long Island & Westchester	\$8.30	\$8.90	\$8.90	\$9.50	\$9.80	\$10.10
Remainder of New York State	\$7.45	\$7.85	\$8.45	\$8.95	\$9.25	\$9.55
<b>MEDIUM (over 20 and up to 30 weekly hours)</b>						
NYC - Large Employers (of 11 or more)	\$14.75	\$14.75	\$14.75	\$15.75	\$16.25	\$16.75
NYC - Small Employers (10 or less)	\$14.75	\$14.75	\$14.75	\$15.75	\$16.25	\$16.75
Long Island & Westchester	\$13.75	\$14.75	\$14.75	\$15.75	\$16.25	\$16.75
Remainder of New York State	\$12.30	\$13.00	\$14.00	\$14.80	\$15.30	\$15.80
<b>HIGH (over 30 weekly hours)</b>						
NYC - Large Employers (of 11 or more)	\$18.65	\$18.65	\$18.65	\$19.90	\$20.50	\$21.10
NYC - Small Employers (10 or less)	\$18.65	\$18.65	\$18.65	\$19.90	\$20.50	\$21.10
Long Island & Westchester	\$17.40	\$18.65	\$18.65	\$19.90	\$20.50	\$21.10
Remainder of New York State	\$15.55	\$16.40	\$17.65	\$18.65	\$19.25	\$19.85

## Building Service Industry

### UTILITY ALLOWANCE (per month)

...as of	12/31/20	12/31/21	12/31/22	01/01/24	01/01/25	01/01/26
<b>APARTMENT ON BUILDING METER - WITH REFRIGERATOR</b>						
NYC - Large Employers (of 11 or more)	\$42.00	\$42.00	\$42.00	\$44.80	\$46.20	\$47.60
NYC - Small Employers (10 or less)	\$42.00	\$42.00	\$42.00	\$44.80	\$46.20	\$47.60
Long Island & Westchester	\$39.20	\$42.00	\$42.00	\$44.80	\$46.20	\$47.60
Remainder of New York State	\$35.00	\$36.95	\$39.70	\$41.95	\$43.35	\$44.75
<b>APARTMENT ON BUILDING METER - WITHOUT REFRIGERATOR</b>						
NYC - Large Employers (of 11 or more)	\$30.25	\$30.25	\$30.25	\$32.25	\$33.25	\$34.25
NYC - Small Employers (10 or less)	\$30.25	\$30.25	\$30.25	\$32.25	\$33.25	\$34.25
Long Island & Westchester	\$28.25	\$30.25	\$30.25	\$32.25	\$33.25	\$34.25
Remainder of New York State	\$25.20	\$26.60	\$28.60	\$30.20	\$31.20	\$32.20

### EXECUTIVE AND ADMINISTRATIVE EXEMPTION (per week)

...as of	12/31/20	12/31/21	12/31/22	01/01/24	01/01/25	01/01/26
<b>MINIMUM SALARY REQUIRED</b>						
NYC - Large Employers (of 11 or more)	\$1,125.00	\$1,125.00	\$1,125.00	\$1,200.00	\$1,237.50	\$1,275.00
NYC - Small Employers (10 or less)	\$1,125.00	\$1,125.00	\$1,125.00	\$1,200.00	\$1,237.50	\$1,275.00
Long Island & Westchester	\$1,050.00	\$1,125.00	\$1,125.00	\$1,200.00	\$1,237.50	\$1,275.00
Remainder of New York State	\$937.50	\$990.00	\$1,064.25	\$1,124.20	\$1,161.65	\$1,199.10

### NOTES

**Allowance for apartment.** An employer may receive credit towards the minimum wage for an apartment furnished to an employee in a residential building as specified in the Building Services Industry Wage Order, 12 NYCRR Part 141 at § 141-1.5.

**Apartment with separate meter.** An employer may receive credit towards the minimum wage for the amount shown on the utility bill for an apartment that has a separate meter.

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

**Telephone.** An employer may receive credit towards the minimum wage for the amount of a telephone bill that is in excess of the minimum billing rate when the employer requires a telephone.