

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

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

**UNIT RATE - JANITORS IN RESIDENTIAL BUILDINGS**

...as of	12/31/19	12/31/20	12/31/21	12/31/22	01/01/24
<b>UNIT RATE (per unit, per week)</b>					
NYC - Large Employers (of 11 or more)	\$10.00	\$10.00	\$10.00	\$10.00	\$10.65
NYC - Small Employers (10 or less)	\$10.00	\$10.00	\$10.00	\$10.00	\$10.65
Long Island & Westchester	\$8.65	\$9.35	\$10.00	\$10.00	\$10.65
Remainder of New York State	\$7.85	\$8.35	\$8.80	\$9.45	\$10.00
<b>NOT APPLICABLE WHEN WAGES ARE AT LEAST (per week)</b>					
NYC - Large Employers (of 11 or more)	\$638.00	\$638.00	\$638.00	\$638.00	\$680.55
NYC - Small Employers (10 or less)	\$638.00	\$638.00	\$638.00	\$638.00	\$680.55
Long Island & Westchester	\$552.95	\$595.45	\$638.00	\$638.00	\$680.55
Remainder of New York State	\$501.90	\$531.65	\$561.40	\$603.50	\$637.50

**UNIFORM MAINTENANCE ALLOWANCES (per week)**

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

## Building Service Industry

### UTILITY ALLOWANCE (per month)

...as of	12/31/19	12/31/20	12/31/21	12/31/22	01/01/24
<b>APARTMENT ON BUILDING METER - WITH REFRIGERATOR</b>					
NYC - Large Employers (of 11 or more)	\$42.00	\$42.00	\$42.00	\$42.00	\$44.80
NYC - Small Employers (10 or less)	\$42.00	\$42.00	\$42.00	\$42.00	\$44.80
Long Island & Westchester	\$36.40	\$39.20	\$42.00	\$42.00	\$44.80
Remainder of New York State	\$33.05	\$35.00	\$36.95	\$39.70	\$41.95
<b>APARTMENT ON BUILDING METER - WITHOUT REFRIGERATOR</b>					
NYC - Large Employers (of 11 or more)	\$30.25	\$30.25	\$30.25	\$30.25	\$32.25
NYC - Small Employers (10 or less)	\$30.25	\$30.25	\$30.25	\$30.25	\$32.25
Long Island & Westchester	\$26.20	\$28.25	\$30.25	\$30.25	\$32.25
Remainder of New York State	\$23.80	\$25.20	\$26.60	\$28.60	\$30.20

### EXECUTIVE AND ADMINISTRATIVE EXEMPTION (per week)

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

### 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.