



BASIC MINIMUM HOURLY RATE (per hour)

	...as of	12/31/16	12/31/17	12/31/18	12/31/19	12/31/20	12/31/21
BASIC MINIMUM HOURLY RATE							
NYC - Large Employers (of 11 or more)		\$11.00	\$13.00	\$15.00	\$15.00	\$15.00	\$15.00
NYC - Small Employers (10 or less)		\$10.50	\$12.00	\$13.50	\$15.00	\$15.00	\$15.00
Long Island & Westchester		\$10.00	\$11.00	\$12.00	\$13.00	\$14.00	\$15.00
Remainder of New York State		\$9.70	\$10.40	\$11.10	\$11.80	\$12.50	\$13.20

UNIT RATE - JANITORS IN RESIDENTIAL BUILDINGS

	...as of	12/31/16	12/31/17	12/31/18	12/31/19	12/31/20	12/31/21
UNIT RATE (per unit, per week)							
NYC - Large Employers (of 11 or more)		\$7.35	\$8.65	\$10.00	\$10.00	\$10.00	\$10.00
NYC - Small Employers (10 or less)		\$7.00	\$8.00	\$9.00	\$10.00	\$10.00	\$10.00
Long Island & Westchester		\$6.65	\$7.35	\$8.00	\$8.65	\$9.35	\$10.00
Remainder of New York State		\$6.45	\$6.95	\$7.40	\$7.85	\$8.35	\$8.80
NOT APPLICABLE WHEN WAGES ARE AT LEAST (per week)							
NYC - Large Employers (of 11 or more)		\$467.85	\$552.95	\$638.00	\$638.00	\$638.00	\$638.00
NYC - Small Employers (10 or less)		\$446.60	\$510.40	\$574.20	\$638.00	\$638.00	\$638.00
Long Island & Westchester		\$425.35	\$467.85	\$510.40	\$552.95	\$595.45	\$638.00
Remainder of New York State		\$412.55	\$442.35	\$472.10	\$501.90	\$531.65	\$561.40

UNIFORM MAINTENANCE ALLOWANCES (per week)

	...as of	12/31/16	12/31/17	12/31/18	12/31/19	12/31/20	12/31/21
LOW (20 or fewer weekly hours)							
NYC - Large Employers (of 11 or more)		\$6.55	\$7.75	\$8.90	\$8.90	\$8.90	\$8.90
NYC - Small Employers (10 or less)		\$6.25	\$7.15	\$8.05	\$8.90	\$8.90	\$8.90
Long Island & Westchester		\$5.95	\$6.55	\$7.15	\$7.75	\$8.30	\$8.90
Remainder of New York State		\$5.75	\$6.20	\$6.60	\$7.00	\$7.45	\$7.85
MEDIUM (over 20 and up to 30 weekly hours)							
NYC - Large Employers (of 11 or more)		\$10.80	\$12.80	\$14.75	\$14.75	\$14.75	\$14.75
NYC - Small Employers (10 or less)		\$10.35	\$11.80	\$13.30	\$14.75	\$14.75	\$14.75
Long Island & Westchester		\$9.85	\$10.80	\$11.80	\$12.80	\$13.75	\$14.75
Remainder of New York State		\$9.55	\$10.25	\$10.90	\$11.60	\$12.30	\$13.00
HIGH (over 30 weekly hours)							
NYC - Large Employers (of 11 or more)		\$13.70	\$16.20	\$18.65	\$18.65	\$18.65	\$18.65
NYC - Small Employers (10 or less)		\$13.05	\$14.95	\$16.80	\$18.65	\$18.65	\$18.65
Long Island & Westchester		\$12.45	\$13.70	\$14.95	\$16.20	\$17.40	\$18.65
Remainder of New York State		\$12.05	\$12.95	\$13.80	\$14.70	\$15.55	\$16.40

Building Service Industry

UTILITY ALLOWANCE (per month)

	...as of	12/31/16	12/31/17	12/31/18	12/31/19	12/31/20	12/31/21
APARTMENT ON BUILDING METER - WITH REFRIGERATOR							
NYC - Large Employers (of 11 or more)		\$30.80	\$36.40	\$42.00	\$42.00	\$42.00	\$42.00
NYC - Small Employers (10 or less)		\$29.40	\$33.60	\$37.80	\$42.00	\$42.00	\$42.00
Long Island & Westchester		\$28.00	\$30.80	\$33.60	\$36.40	\$39.20	\$42.00
Remainder of New York State		\$27.15	\$29.10	\$31.10	\$33.05	\$35.00	\$36.95
APARTMENT ON BUILDING METER - WITHOUT REFRIGERATOR							
NYC - Large Employers (of 11 or more)		\$22.20	\$26.20	\$30.25	\$30.25	\$30.25	\$30.25
NYC - Small Employers (10 or less)		\$21.20	\$24.20	\$27.25	\$30.25	\$30.25	\$30.25
Long Island & Westchester		\$20.15	\$22.20	\$24.20	\$26.20	\$28.25	\$30.25
Remainder of New York State		\$19.55	\$20.95	\$22.40	\$23.80	\$25.20	\$26.60

EXECUTIVE AND ADMINISTRATIVE EXEMPTION (per week)

	...as of	12/31/16	12/31/17	12/31/18	12/31/19	12/31/20	12/31/21
MINIMUM SALARY REQUIRED							
NYC - Large Employers (of 11 or more)		\$825.00	\$975.00	\$1,125.00	\$1,125.00	\$1,125.00	\$1,125.00
NYC - Small Employers (10 or less)		\$787.50	\$900.00	\$1,012.50	\$1,125.00	\$1,125.00	\$1,125.00
Long Island & Westchester		\$750.00	\$825.00	\$900.00	\$975.00	\$1,050.00	\$1,125.00
Remainder of New York State		\$727.50	\$780.00	\$832.00	\$885.00	\$937.50	\$990.00

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.