



**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

**GENERAL MINIMUM WAGE**

NYC - Large Employers (of 11 or more)	\$11.00	\$13.00	\$15.00			
NYC - Small Employers (10 or less)	\$10.50	\$12.00	\$13.50	\$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

**FAST FOOD WORKERS**

07/01/21

New York City	\$12.00	\$13.50	\$15.00			
Rest of State	\$10.75	\$11.75	\$12.75	\$13.75	\$14.50	\$15.00

**TIPPED FOOD SERVICE WORKERS (per hour)**

...as of 12/31/16 12/31/17 12/31/18 12/31/19 12/31/20 12/31/21

**CASH WAGE PAID BY EMPLOYER (minimum)**

NYC - Large Employers (of 11 or more)	\$7.50	\$8.65	\$10.00	\$10.00	\$10.00	\$10.00
NYC - Small Employers (10 or less)	\$7.50	\$8.00	\$9.00	\$10.00	\$10.00	\$10.00
Long Island & Westchester	\$7.50	\$7.50	\$8.00	\$8.65	\$9.35	\$10.00
Remainder of New York State	\$7.50	\$7.50	\$7.50	\$7.85	\$8.35	\$8.80

**CREDIT FOR TIPS RECEIVED (maximum)**

NYC - Large Employers (of 11 or more)	\$3.50	\$4.35	\$5.00	\$5.00	\$5.00	\$5.00
NYC - Small Employers (10 or less)	\$3.00	\$4.00	\$4.50	\$5.00	\$5.00	\$5.00
Long Island & Westchester	\$2.50	\$3.50	\$4.00	\$4.35	\$4.65	\$5.00
Remainder of New York State	\$2.20	\$2.90	\$3.60	\$3.95	\$4.15	\$4.40

# Hospitality Industry

## TIPPED SERVICE EMPLOYEES (per hour)

...as of 12/31/16 12/31/17 12/31/18 12/31/19 12/31/20 12/31/21

### CASH WAGE PAID BY EMPLOYER (minimum)

NYC - Large Employers (of 11 or more)	\$9.15	\$10.85	\$12.50	\$12.50	\$12.50	\$12.50
NYC - Small Employers (10 or less)	\$8.75	\$10.00	\$11.25	\$12.50	\$12.50	\$12.50
Long Island & Westchester	\$8.35	\$9.15	\$10.00	\$10.85	\$11.65	\$12.50
Remainder of New York State	\$8.10	\$8.65	\$9.25	\$9.85	\$10.40	\$11.00

### CREDIT FOR TIPS RECEIVED (maximum)

NYC - Large Employers (of 11 or more)	\$1.85	\$2.15	\$2.50	\$2.50	\$2.50	\$2.50
NYC - Small Employers (10 or less)	\$1.75	\$2.00	\$2.25	\$2.50	\$2.50	\$2.50
Long Island & Westchester	\$1.65	\$1.85	\$2.00	\$2.15	\$2.35	\$2.50
Remainder of New York State	\$1.60	\$1.75	\$1.85	\$1.95	\$2.10	\$2.20

### THRESHOLD TIPS REQUIRED IN RESTAURANTS AND ALL YEAR HOTELS (minimum)

NYC - Large Employers (of 11 or more)	\$2.40	\$2.80	\$3.25	\$3.25	\$3.25	\$3.25
NYC - Small Employers (10 or less)	\$2.30	\$2.60	\$2.95	\$3.25	\$3.25	\$3.25
Long Island & Westchester	\$2.15	\$2.40	\$2.60	\$2.80	\$3.05	\$3.25
Remainder of New York State	\$2.10	\$2.25	\$2.40	\$2.55	\$2.70	\$2.85

### THRESHOLD TIPS REQUIRED IN RESORT HOTELS (minimum)

NYC - Large Employers (of 11 or more)	\$6.15	\$7.30	\$8.40	\$8.40	\$8.40	\$8.40
NYC - Small Employers (10 or less)	\$5.90	\$6.75	\$7.60	\$8.40	\$8.40	\$8.40
Long Island & Westchester	\$5.60	\$6.15	\$6.75	\$7.30	\$7.85	\$8.40
Remainder of New York State	\$5.45	\$5.85	\$6.25	\$6.60	\$7.00	\$7.40

## 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 hours per week)

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 hours per week)

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 hours per week)

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

## Hospitality Industry

### MEAL CREDITS - RESTAURANTS AND ALL YEAR HOTELS (per meal)

...as of	12/31/16	12/31/17	12/31/18	12/31/19	12/31/20	12/31/21
<b>FOOD SERVICE WORKERS</b>						
NYC - Large Employers (of 11 or more)	\$2.85	\$3.25	\$3.60	\$3.60	\$3.60	\$3.60
NYC - Small Employers (10 or less)	\$2.80	\$3.05	\$3.35	\$3.60	\$3.60	\$3.60
Long Island & Westchester	\$2.70	\$2.85	\$3.05	\$3.25	\$3.45	\$3.60
Remainder of New York State	\$2.65	\$2.75	\$2.90	\$3.00	\$3.15	\$3.35
<b>SERVICE EMPLOYEES</b>						
NYC - Large Employers (of 11 or more)	\$3.05	\$3.60	\$4.15	\$4.15	\$4.15	\$4.15
NYC - Small Employers (10 or less)	\$2.90	\$3.35	\$3.75	\$4.15	\$4.15	\$4.15
Long Island & Westchester	\$2.80	\$3.05	\$3.35	\$3.60	\$3.90	\$4.15
Remainder of New York State	\$2.70	\$2.90	\$3.10	\$3.30	\$3.45	\$3.65
<b>ALL OTHERS</b>						
NYC - Large Employers (of 11 or more)	\$3.80	\$4.50	\$5.15	\$5.15	\$5.15	\$5.15
NYC - Small Employers (10 or less)	\$3.60	\$4.15	\$4.65	\$5.15	\$5.15	\$5.15
Long Island & Westchester	\$3.45	\$3.80	\$4.15	\$4.50	\$4.80	\$5.15
Remainder of New York State	\$3.35	\$3.60	\$3.80	\$4.05	\$4.30	\$4.55

### MEAL CREDITS - RESORT HOTELS (per meal)

...as of	12/31/16	12/31/17	12/31/18	12/31/19	12/31/20	12/31/21
<b>FOOD SERVICE WORKERS</b>						
NYC - Large Employers (of 11 or more)	\$3.15	\$3.55	\$3.95	\$3.95	\$3.95	\$3.95
NYC - Small Employers (10 or less)	\$3.05	\$3.35	\$3.65	\$3.95	\$3.95	\$3.95
Long Island & Westchester	\$2.95	\$3.15	\$3.35	\$3.55	\$3.75	\$3.95
Remainder of New York State	\$2.90	\$3.05	\$3.20	\$3.30	\$3.45	\$3.65
<b>SERVICE EMPLOYEES</b>						
NYC - Large Employers (of 11 or more)	\$3.95	\$4.70	\$5.40	\$5.40	\$5.40	\$5.40
NYC - Small Employers (10 or less)	\$3.80	\$4.35	\$4.90	\$5.40	\$5.40	\$5.40
Long Island & Westchester	\$3.60	\$3.95	\$4.35	\$4.70	\$5.05	\$5.40
Remainder of New York State	\$3.50	\$3.75	\$4.00	\$4.25	\$4.50	\$4.75
<b>ALL OTHERS</b>						
NYC - Large Employers (of 11 or more)	\$4.95	\$5.85	\$6.75	\$6.75	\$6.75	\$6.75
NYC - Small Employers (10 or less)	\$4.75	\$5.40	\$6.10	\$6.75	\$6.75	\$6.75
Long Island & Westchester	\$4.50	\$4.95	\$5.40	\$5.85	\$6.30	\$6.75
Remainder of New York State	\$4.35	\$4.70	\$5.00	\$5.30	\$5.65	\$5.95

## Hospitality Industry

### LODGING CREDITS - RESTAURANTS (per day)

...as of	12/31/16	12/31/17	12/31/18	12/31/19	12/31/20	12/31/21
<b>FOOD SERVICE WORKERS</b>						
NYC - Large Employers (of 11 or more)	\$1.70	\$1.95	\$2.15	\$2.15	\$2.15	\$2.15
NYC - Small Employers (10 or less)	\$1.65	\$1.85	\$2.00	\$2.15	\$2.15	\$2.15
Long Island & Westchester	\$1.60	\$1.70	\$1.85	\$1.95	\$2.05	\$2.15
Remainder of New York State	\$1.60	\$1.65	\$1.75	\$1.80	\$1.90	\$2.00
<b>SERVICE EMPLOYEES</b>						
NYC - Large Employers (of 11 or more)	\$2.15	\$2.55	\$2.90	\$2.90	\$2.90	\$2.90
NYC - Small Employers (10 or less)	\$2.05	\$2.35	\$2.65	\$2.90	\$2.90	\$2.90
Long Island & Westchester	\$1.95	\$2.15	\$2.35	\$2.55	\$2.70	\$2.90
Remainder of New York State	\$1.90	\$2.00	\$2.15	\$2.30	\$2.45	\$2.60
<b>ALL OTHERS</b>						
NYC - Large Employers (of 11 or more)	\$2.70	\$3.20	\$3.65	\$3.65	\$3.65	\$3.65
NYC - Small Employers (10 or less)	\$2.55	\$2.95	\$3.30	\$3.65	\$3.65	\$3.65
Long Island & Westchester	\$2.45	\$2.70	\$2.95	\$3.20	\$3.40	\$3.65
Remainder of New York State	\$2.35	\$2.55	\$2.70	\$2.90	\$3.05	\$3.20

### LODGING CREDITS - RESTAURANTS (per week)

...as of	12/31/16	12/31/17	12/31/18	12/31/19	12/31/20	12/31/21
<b>FOOD SERVICE WORKERS</b>						
NYC - Large Employers (of 11 or more)	\$11.00	\$12.45	\$13.85	\$13.85	\$13.85	\$13.85
NYC - Small Employers (10 or less)	\$10.65	\$11.75	\$12.80	\$13.85	\$13.85	\$13.85
Long Island & Westchester	\$10.30	\$11.00	\$11.75	\$12.45	\$13.15	\$13.85
Remainder of New York State	\$10.10	\$10.60	\$11.10	\$11.60	\$12.10	\$12.80
<b>SERVICE EMPLOYEES</b>						
NYC - Large Employers (of 11 or more)	\$13.80	\$16.30	\$18.85	\$18.85	\$18.85	\$18.85
NYC - Small Employers (10 or less)	\$13.20	\$15.05	\$16.95	\$18.85	\$18.85	\$18.85
Long Island & Westchester	\$12.55	\$13.80	\$15.05	\$16.30	\$17.60	\$18.85
Remainder of New York State	\$12.20	\$13.05	\$13.95	\$14.80	\$15.70	\$16.60
<b>ALL OTHERS</b>						
NYC - Large Employers (of 11 or more)	\$17.10	\$20.20	\$23.35	\$23.35	\$23.35	\$23.35
NYC - Small Employers (10 or less)	\$16.35	\$18.65	\$21.00	\$23.35	\$23.35	\$23.35
Long Island & Westchester	\$15.55	\$17.10	\$18.65	\$20.20	\$21.80	\$23.35
Remainder of New York State	\$15.10	\$16.20	\$17.25	\$18.35	\$19.45	\$20.55

## Hospitality Industry

### LODGING CREDITS - HOTELS AND RESORT HOTELS WITHOUT MEALS (per hour)

...as of	12/31/16	12/31/17	12/31/18	12/31/19	12/31/20	12/31/21
<b>FOOD SERVICE WORKERS</b>						
NYC - Large Employers (of 11 or more)	\$0.40	\$0.45	\$0.50	\$0.50	\$0.50	\$0.50
NYC - Small Employers (10 or less)	\$0.40	\$0.45	\$0.45	\$0.50	\$0.50	\$0.50
Long Island & Westchester	\$0.40	\$0.40	\$0.45	\$0.45	\$0.50	\$0.50
Remainder of New York State	\$0.35	\$0.40	\$0.40	\$0.40	\$0.45	\$0.50
<b>SERVICE EMPLOYEES</b>						
NYC - Large Employers (of 11 or more)	\$0.45	\$0.50	\$0.60	\$0.60	\$0.60	\$0.60
NYC - Small Employers (10 or less)	\$0.40	\$0.45	\$0.55	\$0.60	\$0.60	\$0.60
Long Island & Westchester	\$0.40	\$0.45	\$0.45	\$0.50	\$0.55	\$0.60
Remainder of New York State	\$0.40	\$0.40	\$0.45	\$0.45	\$0.50	\$0.55
<b>ALL OTHERS</b>						
NYC - Large Employers (of 11 or more)	\$0.55	\$0.65	\$0.75	\$0.75	\$0.75	\$0.75
NYC - Small Employers (10 or less)	\$0.55	\$0.60	\$0.70	\$0.75	\$0.75	\$0.75
Long Island & Westchester	\$0.50	\$0.55	\$0.60	\$0.65	\$0.70	\$0.75
Remainder of New York State	\$0.50	\$0.50	\$0.55	\$0.60	\$0.65	\$0.70

### LODGING CREDITS WITH MEALS (3 per day) - RESORT HOTELS (per day)

...as of	12/31/16	12/31/17	12/31/18	12/31/19	12/31/20	12/31/21
<b>FOOD SERVICE WORKERS</b>						
NYC - Large Employers (of 11 or more)	\$15.80	\$17.80	\$19.85	\$19.85	\$19.85	\$19.85
NYC - Small Employers (10 or less)	\$15.30	\$16.80	\$18.35	\$19.85	\$19.85	\$19.85
Long Island & Westchester	\$14.75	\$15.80	\$16.80	\$17.80	\$18.85	\$19.85
Remainder of New York State	\$14.45	\$15.20	\$15.90	\$16.60	\$17.30	\$18.25
<b>SERVICE EMPLOYEES</b>						
NYC - Large Employers (of 11 or more)	\$19.85	\$23.45	\$27.10	\$27.10	\$27.10	\$27.10
NYC - Small Employers (10 or less)	\$18.95	\$21.65	\$24.40	\$27.10	\$27.10	\$27.10
Long Island & Westchester	\$18.05	\$19.85	\$21.65	\$23.45	\$25.30	\$27.10
Remainder of New York State	\$17.50	\$18.80	\$20.05	\$21.30	\$22.55	\$23.80
<b>ALL OTHERS</b>						
NYC - Large Employers (of 11 or more)	\$24.70	\$29.20	\$33.65	\$33.65	\$33.65	\$33.65
NYC - Small Employers (10 or less)	\$23.55	\$26.95	\$30.30	\$33.65	\$33.65	\$33.65
Long Island & Westchester	\$22.45	\$24.70	\$26.95	\$29.20	\$31.40	\$33.65
Remainder of New York State	\$21.75	\$23.35	\$24.90	\$26.50	\$28.05	\$29.60

### 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
<b>MINIMUM SALARY REQUIRED</b>						
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

# Hospitality Industry

## NOTES

**Fast Food Employee.** A Fast Food Employee includes any person employed at or for a Fast Food Establishment whose duties include customer service, cooking, food or drink preparation, delivery, security, stocking supplies or equipment, cleaning or routine maintenance.

**Fast Food Establishment.** A Fast Food Establishment is a business that primarily serves food or drinks, offers limited service, where customers order and pay before eating, and is part of a chain of 30 or more locations nationally.

**Food Service Worker.** A Food Service Worker is an employee primarily engaged in the serving of food and beverages to guests, patrons or customers in the hospitality industry.

**Service Employee.** A Service Employee is an employee, other than a food service worker or fast food worker, who customarily receives tips of at least the Service Employee Minimum Tip Threshold amounts listed above.

**TBD.** To be determined administratively at future dates.