

BASIC MINIMUM HOURLY RATE (per hour)

...as of 12/31/16 12/31/17 12/31/18 12/31/19 06/30/20 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	\$15.00
NYC - Small Employers (10 or less)	\$10.50	\$12.00	\$13.50	\$15.00	\$15.00	\$15.00	\$15.00
Long Island & Westchester	\$10.00	\$11.00	\$12.00	\$13.00	\$13.00	\$14.00	\$15.00
Remainder of New York State	\$9.70	\$10.40	\$11.10	\$11.80	\$11.80	\$12.50	\$13.20

TIPPED ALLOWANCES (per hour)

...as of 12/31/16 12/31/17 12/31/18 12/31/19 06/30/20 12/31/20 12/31/21

TIP ALLOWANCE - LOW (tips averaging at least)

NYC - Large Employers (of 11 or more)	\$1.65	\$1.95	\$2.25	\$2.25	\$1.15	\$0.00	\$0.00
NYC - Small Employers (10 or less)	\$1.60	\$1.80	\$2.05	\$2.25	\$1.15	\$0.00	\$0.00
Long Island & Westchester	\$1.50	\$1.65	\$1.80	\$1.95	\$1.00	\$0.00	\$0.00
Remainder of New York State	\$1.45	\$1.55	\$1.65	\$1.75	\$0.90	\$0.00	\$0.00

TIP ALLOWANCE - HIGH (tips averaging at least)

NYC - Large Employers (of 11 or more)	\$2.70	\$3.20	\$3.65	\$3.65	\$1.85	\$0.00	\$0.00
NYC - Small Employers (10 or less)	\$2.55	\$2.95	\$3.30	\$3.65	\$1.85	\$0.00	\$0.00
Long Island & Westchester	\$2.45	\$2.70	\$2.95	\$3.20	\$1.60	\$0.00	\$0.00
Remainder of New York State	\$2.35	\$2.55	\$2.70	\$2.90	\$1.45	\$0.00	\$0.00

UNIFORM MAINTENANCE ALLOWANCES (per week)

...as of 12/31/16 12/31/17 12/31/18 12/31/19 06/30/20 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	\$8.90
NYC - Small Employers (10 or less)	\$6.25	\$7.15	\$8.05	\$8.90	\$8.90	\$8.90	\$8.90
Long Island & Westchester	\$5.95	\$6.55	\$7.15	\$7.75	\$7.75	\$8.30	\$8.90
Remainder of New York State	\$5.75	\$6.20	\$6.60	\$7.00	\$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	\$14.75
NYC - Small Employers (10 or less)	\$10.35	\$11.80	\$13.30	\$14.75	\$14.75	\$14.75	\$14.75
Long Island & Westchester	\$9.85	\$10.80	\$11.80	\$12.80	\$12.80	\$13.75	\$14.75
Remainder of New York State	\$9.55	\$10.25	\$10.90	\$11.60	\$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	\$18.65
NYC - Small Employers (10 or less)	\$13.05	\$14.95	\$16.80	\$18.65	\$18.65	\$18.65	\$18.65
Long Island & Westchester	\$12.45	\$13.70	\$14.95	\$16.20	\$16.20	\$17.40	\$18.65
Remainder of New York State	\$12.05	\$12.95	\$13.80	\$14.70	\$14.70	\$15.55	\$16.40

Miscellaneous Industry

MEAL ALLOWANCE (per meal)

...as of	12/31/16	12/31/17	12/31/18	12/31/19	06/30/20	12/31/20	12/31/21
MEAL ALLOWANCE							
NYC - Large Employers (of 11 or more)	\$3.80	\$4.50	\$5.15	\$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	\$5.15
Long Island & Westchester	\$3.45	\$3.80	\$4.15	\$4.50	\$4.50	\$4.80	\$5.15
Remainder of New York State	\$3.35	\$3.60	\$3.80	\$4.05	\$4.05	\$4.30	\$4.55

LODGING ALLOWANCES - EXCEPT NON-PROFITS (per day)

...as of	12/31/16	12/31/17	12/31/18	12/31/19	06/30/20	12/31/20	12/31/21
LODGING							
NYC - Large Employers (of 11 or more)	\$4.65	\$5.50	\$6.35	\$6.35	\$6.35	\$6.35	\$6.35
NYC - Small Employers (10 or less)	\$4.45	\$5.05	\$5.70	\$6.35	\$6.35	\$6.35	\$6.35
Long Island & Westchester	\$4.20	\$4.65	\$5.05	\$5.50	\$5.50	\$5.90	\$6.35
Remainder of New York State	\$4.10	\$4.40	\$4.70	\$5.00	\$5.00	\$5.30	\$5.60

HOUSE OR APARTMENT WITH UTILITIES

NYC - Large Employers (of 11 or more)	\$8.80	\$10.40	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00
NYC - Small Employers (10 or less)	\$8.40	\$9.60	\$10.80	\$12.00	\$12.00	\$12.00	\$12.00
Long Island & Westchester	\$8.00	\$8.80	\$9.60	\$10.40	\$10.40	\$11.20	\$12.00
Remainder of New York State	\$7.75	\$8.30	\$8.90	\$9.45	\$9.45	\$10.00	\$10.55

LODGING ALLOWANCES - NON-PROFITS

...as of	12/31/16	12/31/17	12/31/18	12/31/19	06/30/20	12/31/20	12/31/21
LODGING (per day)							
NYC - Large Employers (of 11 or more)	\$6.55	\$7.75	\$8.90	\$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	\$8.90
Long Island & Westchester	\$5.95	\$6.55	\$7.15	\$7.75	\$7.75	\$8.30	\$8.90
Remainder of New York State	\$5.75	\$6.20	\$6.60	\$7.00	\$7.00	\$7.45	\$7.85

HOUSE OR APARTMENT WITH UTILITIES (per day)

NYC - Large Employers (of 11 or more)	\$13.70	\$16.20	\$18.65	\$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	\$18.65
Long Island & Westchester	\$12.45	\$13.70	\$14.95	\$16.20	\$16.20	\$17.40	\$18.65
Remainder of New York State	\$12.05	\$12.95	\$13.80	\$14.70	\$14.70	\$15.55	\$16.40

NON-PROFITS CHILDREN'S CAMPS (per hour)

NYC - Large Employers (of 11 or more)	\$0.55	\$0.65	\$0.75	\$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	\$0.75
Long Island & Westchester	\$0.50	\$0.55	\$0.60	\$0.65	\$0.65	\$0.70	\$0.75
Remainder of New York State	\$0.50	\$0.50	\$0.55	\$0.60	\$0.60	\$0.65	\$0.70

Miscellaneous Industry

EXECUTIVE AND ADMINISTRATIVE EXEMPTION (per week)

...as of	12/31/16	12/31/17	12/31/18	12/31/19	06/30/20	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	\$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	\$1,125.00
Long Island & Westchester	\$750.00	\$825.00	\$900.00	\$975.00	\$975.00	\$1,050.00	\$1,125.00
Remainder of New York State	\$727.50	\$780.00	\$832.00	\$885.00	\$885.00	\$937.50	\$990.00

NOTES

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