Miscellaneous Industry

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	TBD

TIPPED ALLOWANCES (per hour)

...as of	12/31/16	12/31/17	12/31/18	12/31/19	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	$2.25	$2.25
NYC - Small Employers (10 or less)	$1.60	$1.80	$2.05	$2.25	$2.25	$2.25
Long Island & Westchester	$1.50	$1.65	$1.80	$1.95	$2.10	$2.25
Remainder of New York State	$1.45	$1.55	$1.65	$1.75	$1.90	TBD
TIP ALLOWANCE - HIGH (tips averaging at least)						
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	TBD

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	TBD
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	TBD
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	TBD

Miscellaneous Industries

MEAL ALLOWANCE (per meal)

...as of	12/31/16	12/31/17	12/31/18	12/31/19	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
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	TBD

LODGING ALLOWANCES - EXCEPT NON-PROFITS (per day)

...as of	12/31/16	12/31/17	12/31/18	12/31/19	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
NYC - Small Employers (10 or less)	$4.45	$5.05	$5.70	$6.35	$6.35	$6.35
Long Island & Westchester	$4.20	$4.65	$5.05	$5.50	$5.90	$6.35
Remainder of New York State	$4.10	$4.40	$4.70	$5.00	$5.30	TBD
HOUSE OR APARTMENT WITH UTILITIES						
NYC - Large Employers (of 11 or more)	$8.80	$10.40	$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
Long Island & Westchester	$8.00	$8.80	$9.60	$10.40	$11.20	$12.00
Remainder of New York State	$7.75	$8.30	$8.90	$9.45	$10.00	TBD

LODGING ALLOWANCES - NON-PROFITS

...as of	12/31/16	12/31/17	12/31/18	12/31/19	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
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	TBD
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
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	TBD
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
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	TBD

Miscellaneous Industry

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	$832.50	$885.00	$937.50	TBD

NOTES

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