

Minimum Wage Policy and the Resulting Effect on Employment

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Executive Summary

The federal minimum wage of \$7.25 per hour sets the floor at which most American workers are paid. States and local governments may set higher rates.

As of January 1, 2015, 29 states and the District of Columbia have enacted minimum wage rates higher than the federal requirement. The remaining states either have no minimum wage laws, set their own state minimums at the federal level, or require minimum wages lower than the federal rate; in those states the federal rate applies.¹

This study is focused on examining the question of whether increases in the minimum wage result in the loss of jobs. It contains three major components: (1) a review of existing studies on the issue; (2) comparing job growth in states that have raised the minimum wage since January 1, 2014, with states that have not; and (3) comparing the current number of jobs in cities and counties where a minimum wage increase has been in effect at least a year with the number of jobs before the raise went into effect.

Key Findings

- 1. The preponderance of research finds that raising the minimum wage does not cause job losses.** Many academic studies have examined the question, using data going back to 1990. They “suggest that the effects of minimum wage increases on employment have historically been slightly negative, negligible, or sometimes even positive.”
- 2. Economists cite several reasons why increases in the minimum wage, which raise employers’ cost, generally do not cost jobs.** Increased pay adds money to workers’ pocketbooks and allows them to buy more goods and services, creating higher demand, which in turn requires hiring more workers. The higher wage may make it easier to attract applicants and results in less turnover of workers, lowering costs of employers.
- 3. In the 25 states plus the District of Columbia where the minimum wage has increased since January 1, 2014, through recently in 2015, job growth has been higher than in states where the rate did not go up.** The number of jobs grew by 2.9 percent in those states from the last three months in 2013 to March-May 2015, compared to 2.6 percent in states where the minimum wage did not rise.
- 4. Similarly, in all of the five cities and counties where increases in the minimum wage had been in effect for more than a year the number of jobs has grown.** In two cities and three counties where the minimum wage increased, employment levels grew as measured the year before the wage was increased compared to the year after.

5. The results of the state and city case studies do not prove that a higher minimum wage results in job growth. But the results provide no indication that a higher minimum is associated with job losses.

Introduction

Efforts to raise the minimum wage nationally, in states and in cities have gained momentum in the last few years, partly as an attempt to address the issue of wage and income inequality. Proponents maintain that the current \$7.25 federal minimum wage, not raised for six years,² has lost purchasing power and is inadequate to provide a decent standard of living. Opponents of raising the minimum wage – whether at the federal, state or city level – maintain that hikes will result in lost jobs.

Despite opposition, minimum wage increases have occurred in the private sector and at all levels of government, except Congress, in recent months and years. Walmart, for example, raised the minimum wage it pays to \$9 per hour beginning in April and says it will reach \$10 within a year. It joins other companies such as Gap, Costco and Whole Foods in paying more than the federal minimum wage.³

Twenty-nine states plus the District of Columbia now require employers to pay a minimum wage higher than the federal rate.⁴ In addition, 20 cities across the nation have raised the minimum wage since 2003, including four last year, and another five municipalities are considering wage-increase proposals.⁵ In Florida, a proposed constitutional amendment⁶ has been filed that, if it is on the ballot and wins approval in 2016, would raise the state's minimum wage to \$10 an hour. It's also likely the question of raising the federal minimum wage will be a topic of discussion in the presidential debates scheduled to begin in August, 2015.

This research report does not take a position on either side of the ongoing minimum wage debate. The report seeks to add independent and unbiased context to that debate and answer the question “does increasing the minimum wage result in job loss?” The report will analyze existing research as well as conduct new, more extensive research into states and local governments that increased the minimum wage in recent years.

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Analysis of Existing Research

The preponderance of evidence from research studies as far back as 1990 indicates that raising the minimum wage does not result in the loss of jobs. An April 2015 report reflects the general findings of many who have examined the issue:

[E]mpirical studies suggest that the effects of minimum wage increases on employment have historically been slightly negative, negligible, or sometimes even positive.⁷

When higher wages are paid by an employer, economic theory holds that the employer will make changes to account for the increased costs. This applies whether the higher wages result from an increase in the minimum wage or from any other pay increase. The employer may make do with fewer workers, cut employee hours, make less in profits or pass the added cost on to customers.⁸

Why do economists conclude that there is little or no net job loss as a result of a higher minimum wage? A growing number of studies show that while an increased minimum wage may make some employers hesitant to hire more workers, the higher wage provides benefits that offset the number of net jobs.⁹ The increased pay adds money to workers' pocketbooks and allows them to buy more goods and services, therefore creating higher demand, which in turn requires hiring more workers. The higher wage may make it easier to attract applicants, and it also results in less turnover of workers, lowering costs of employers.¹⁰

The table below highlights some of the studies that have found only small effects, if any, from a hike in the minimum wage.

Researcher/Organization/Date	Type of Study	Summary of Findings
Institute for Research on Labor and Employment, University of California-Berkeley, 2010	Comparison of minimum wages on adjoining counties across state borders from 1990-2006	“no detectable employment losses from the kind of minimum wage increases we have seen in the United States.” ¹¹
Institute for Research on Labor and Employment, University of California-Berkeley, 2007	Comparison of restaurants in San Francisco and adjacent East Bay after S.F. raised minimum wage from \$6.75 to \$8.50 in 2004	A variety of tests “lend confidence to the finding that there was no job loss resulting from the policy. The employment findings...are similar to many existing studies on <i>state-level</i> minimum wage impacts – employment effects are generally small, positive, and not statistically significant.” ¹²
Congressional Budget Office, 2007	Testimony to congressional committee	“The potential employment and unemployment impacts of raising the federal minimum wage rate...are difficult to predict, but are likely to be small.” ¹³

Center for Economic and Policy Research, 2013	“This report examines the most recent wave of this research –roughly since 2000—to determine the best current estimates of the impact of increases in the minimum wage on the employment prospects of low-wage workers.”	“The weight of that evidence points to little or no employment response to modest increases in the minimum wage.” ¹⁴
Economic Policy Institute, 2014	Letter signed by 600 economists supporting increase in federal minimum wage from \$7.25 to \$10.10	“In recent years there have been important developments in the academic literature on the effect of increases in the minimum wage on employment, with the weight of evidence now showing that increases in the minimum wage have had little or no negative effect on the employment of minimum-wage workers.” ¹⁵
Bureau of Business and Economic Research, University of New Mexico, 2006	Changes in employment and growth rates in Santa Fe after a minimum-wage hike from \$5.15 to \$8.50 in 2004, compared to Albuquerque	“The analysis shows that overall employment levels have been unaffected by the living wage ordinance.” ¹⁶
David Card, Department of Economics, University of California, Berkeley, and National Bureau of Economic Research; Alan B. Krueger, Department of Economics, Princeton University, and National Bureau of Economic Research, 2000	Reanalysis of 1994 study on the effect of a 1992 New Jersey minimum wage increase on the fast-food industry	“The increase in New Jersey’s minimum wage probably had no effect on total employment in New Jersey’s fast-food industry, and possibly had a small positive effect.” ¹⁷
Center for Economic and Policy Research, 2011	Wage and employment effects of minimum wage increases in San Francisco (2004), Santa Fe (2004), and Washington, DC (1993)	“The results for fast food, food services, retail, and low-wage establishments in San Francisco and Santa Fe support the view that a citywide minimum wages can raise the earnings of low-wage workers, without a discernible impact on their employment.” (The D.C. increase was found to be too small to raise wages in low-wage industries.) ¹⁸
Institute for Research on Labor and Employment, 2011	Resolving differences in estimates of teenage unemployment	“Put simply, our findings indicate that minimum wage increases—in the range that have been implemented in the United States—do not reduce employment among teens.” ¹⁹

<p>Hristos Doucouiagos, School of Accounting, Economics and Finance, Deakin University, Australia; T.D. Stanley, Department of Economics, Hendrix College, Conway, Arkansas, 2014</p>	<p>Meta-analysis of 64 U.S. studies on minimum wage increases</p>	<p>“[A]n adverse employment effect is not supported by this large and rich research record on the employment effects of minimum wage regulation.”²⁰</p>
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One other report summarizing minimum wage studies deserves attention and space in this report. It is a March 2014 review requested by Seattle’s mayor of minimum wage studies before the city council voted to raise its minimum wage to \$15 incrementally over seven years. It concludes:

Economists have increasingly recognized that raising the minimum wage does not automatically mean that employment will fall. Increased labor costs can be absorbed through a variety of other channels, including savings from reduced worker turnover and improved efficiency, higher prices, and lower profits....

To date, three rigorous studies have examined the employment impacts of San Francisco’s and Santa Fe’s local minimum wage laws. Each finds no statistically significant negative effects on employment or hours....

A larger body of economic research investigates the effects of state and federal minimum wage increases. These studies compare employment trends for states or counties that have different minimum wages. The best studies make comparisons to nearby states or counties to control for regional economic trends. These studies also find no statistically significant negative effects on employment or hours at an aggregate level or for low-wage industries such as restaurants and retail stores, or for specific groups of workers such as teens.

Researchers find that increases in the minimum wage reduce employee turnover, translating into a reduction in direct costs (recruitment, selection, and training of new workers) and a reduction in indirect costs (lost sales, lower quality service, and lost productivity as the new workers learn on the job). Some studies have also identified additional benefits of higher wages, including improved morale, improved work performance, and reductions in absenteeism. Researchers have not found evidence that employers absorbed minimum wage increases by reducing health benefits or pensions.

In summary, our assessment of the research evidence indicates that minimum wage mandates raise the incomes of low-wage workers and their families, and that the costs to businesses are absorbed largely by reduced turnover costs and by small price increases among restaurants.²¹

Estimate of Job Losses Disputed

One report that projects job losses from a federal minimum wage hike from the current \$7.25 to \$10.10 over three years deserves mention. A Congressional Budget Office report in 2014 projected that while the hike would increase pay for 16.5 million Americans and add \$31 billion to workers' earning when fully implemented, some job losses might occur. CBO estimated that the increase "would reduce total employment by about 500,000 workers, or 0.3 percent...As with any such estimates, however, the actual losses could be smaller or larger; in CBO's assessment, there is about a two-thirds chance that the effect would be in the range between a very slight reduction in employment and a reduction in employment of 1.0 million workers."²²

If that estimate were correct, and the job loss were to be 0.3 percent in Florida, about 24,000 of Florida's more than 8,000,000 jobs²³ would be lost. But because Florida's minimum wage is already higher than the federal minimum, even that number of jobs lost would be lower.

However, the projection that even minor job losses would occur is disputed by some economists, who argue that the CBO study fails to consider the impacts of higher wages on productivity and reducing costly employee turnover and absenteeism.²⁴

State Case Studies

In addition to the studies cited above, one study by the Center for Economic Policy and Research found that the 13 states in which the state minimum wage increased on January 1, 2014, experienced higher job growth than the states where no increase occurred.²⁵ In the January through May, 2014, period, job growth averaged 0.99 percent in those 13 states, compared to 0.68 percent in the remaining states. The authors said that while the comparison "can't establish causality, it does provide evidence against theoretical negative employment effects of minimum-wage increases."

This Integrity Florida study employed a method similar to the one cited above, although over a longer period. Using the latest state-by-state job figures reported by the Bureau of Labor Statistics, we compared job growth in the 25 states plus the District of Columbia in which the minimum wage increased from January 1, 2014, to January 15, 2015 (February 24 in the case of Alaska), with the states where no increase occurred. The baseline was the average of employees on nonfarm payrolls, seasonally adjusted, in October, November and December of 2013.²⁶ That baseline was compared to the average number of workers in March, April and May 2015.²⁷ The average growth of all states during that period was 2.7 percent.

The findings:

- **Job growth was higher on average (2.9 percent) in states where the minimum wage went up than in the other states (2.6 percent). (See Appendix for list.)**

- **Twenty-one states recorded job growth above the 2.7 percent average of all states. Twelve of those states had raised the minimum wage.**
- **In the District of Columbia and eight states – Alaska, California, Delaware, Massachusetts, New Jersey, New York, Rhode Island, South Dakota – the minimum wage climbed \$1 or more during the periods compared. In those states and D.C., job growth was 3.1 percent, well above the 2.7 percent average of all states.**

The finding that states that raised the minimum wage experienced more job growth than other states does not prove that higher minimum wages increase jobs. But the findings of this study provide no indication that minimum wage hikes cause job losses.

State Minimum Wages, 2013-2015

	2015	2014	2013
Alabama	7.25 federal rate	federal rate	federal rate
Alaska²⁸	8.75 (eff. 2/24/15)	7.75	7.75
Arizona²⁹	8.05	7.90	7.80
Arkansas³⁰	7.50 (eff. 1/1/15)	7.25 federal rate	7.25 federal rate
California³¹	9.00	9.00	8.00
Colorado³²	8.23	8.00	7.78
Connecticut³³	9.15	8.70	8.25
Delaware³⁴	8.25 (eff. 6/1/15)	7.75	7.25
Florida³⁵	8.05	7.93	7.79
Georgia	7.25	7.25 federal rate	7.25 federal rate
Hawaii³⁶	7.75 (eff.1/1/15)	7.25	7.25
Idaho	7.25 federal rate	7.25 federal rate	7.25 federal rate
Illinois ³⁷	8.25	8.25	8.25
Indiana	7.25 federal rate	7.25 federal rate	7.25 federal rate
Iowa	7.25 federal rate	7.25 federal rate	7.25 federal rate
Kansas	7.25 federal rate	7.25 federal rate	7.25 federal rate
Kentucky	7.25 federal rate	7.25 federal rate	7.25 federal rate
Louisiana	7.25 federal rate	7.25 federal rate	7.25 federal rate
Maine ³⁸	7.50	7.50	7.50
Maryland³⁹	8.00 (eff. 1/1/15); \$8.25 (eff. 7/1/15)	7.25	7.25
Massachusetts⁴⁰	9.00 (eff. 1/1/15)	8.00	8.00
Michigan⁴¹	8.15	8.15 (eff. 9/1/14)	7.40
Minnesota⁴²	8.00	8.00 (eff. 8/1/14)	7.25 federal rate
Mississippi	7.25 federal rate	7.25 federal rate	7.25 federal rate
Missouri⁴³	7.65	7.50	7.35
Montana⁴⁴	8.05 (eff. 1/1/15)	7.90	7.80

Nebraska ⁴⁵	8.00 (eff. 1/1/15)	7.25 federal rate	7.25 federal rate
Nevada ⁴⁶	8.25	8.25	8.25
New Hampshire	7.25 federal rate	7.25 federal rate	7.25 federal rate
New Jersey ⁴⁷	8.38	8.25	7.25
New Mexico ⁴⁸	7.50	7.50	7.50
New York ⁴⁹	8.75	8.00	7.25
North Carolina	7.25 federal rate	7.25 federal rate	7.25 federal rate
North Dakota	7.25 federal rate	7.25 federal rate	7.25 federal rate
Ohio ⁵⁰	8.10	7.95	7.85
Oklahoma	7.25 federal rate	7.25 federal rate	7.25 federal rate
Oregon ⁵¹	9.25	9.10	8.95
Pennsylvania	7.25 federal rate	7.25 federal rate	7.25 federal rate
Rhode Island ⁵²	9.00 (eff. 1/1/15)	8.00	7.75
South Carolina	7.25 federal rate	7.25 federal rate	7.25 federal rate
South Dakota ⁵³	8.50 (eff. 1/1/15)	7.25 federal rate	7.25 federal rate
Tennessee	7.25 federal rate	7.25 federal rate	7.25 federal rate
Texas	7.25 federal rate	7.25 federal rate	7.25 federal rate
Utah	7.25 federal rate	7.25 federal rate	7.25 federal rate
Vermont ⁵⁴	9.15	8.73	8.60
Virginia	7.25 federal rate	7.25 federal rate	7.25 federal rate
Washington ⁵⁵	9.47	9.32	9.19
West Virginia ⁵⁶	8.00 (eff. 12/31/14)	7.25 federal rate	7.25 federal rate
Wisconsin	7.25 federal rate	7.25 federal rate	7.25 federal rate
Wyoming	7.25 federal rate	7.25 federal rate	7.25 federal rate
District of Columbia ⁵⁷	10.50 (eff. 7/1/15)	9.50 (eff. 7/1/14)	8.25

Bold = states where minimum wage increased from January 1, 2014, through January 15, 2015.

(Sources: U.S. Department of Labor, <http://www.dol.gov/whd/state/stateMinWageHis.htm>; National Conference of State Legislators, <http://www.ncsl.org/research/labor-and-employment/state-minimum-wage-chart.aspx>)

(Note: Some states have set no minimum wage in state law or set a minimum lower than the federal level. In those states, the federal \$7.25 minimum applies. If no effective date is noted, an increase went into effect January 1, 2014.)

City and County Case Studies

In addition to the states that have increased the minimum wage beyond the federal level, we examined employment data for five local governments where the minimum wage has recently increased. Local government job data is not reported by the Bureau of Labor Statistics on a seasonally-adjusted basis as is the case for state level data. Monthly data can vary due to seasonal factors like migrant workers and summer employment of teachers. Therefore, we chose to compare employment levels on a yearly basis to determine if the adoption of a higher

minimum wage adversely effected employment. We examined two months of employment data⁵⁸ for four cities and counties that increased the minimum wage between May 2014 and May 2015. All four cities and counties saw growth in employment.

City/County	Jobs 4/14	Jobs 4/15	Jobs 5/14	Jobs 5/15	Year % Change April	Year % Change May
Las Cruces, N.M. ⁵⁹	86,541	86,807	86,476	86,950(p)	+ 0.30%	+ 0.54%
Montgomery County Md. ⁶⁰	513,329	523,748	515,784	520,784(p)	+ 2.02%	+ 0.96%
Prince George's County Md. ⁶¹	451,519	460,639	452,993	462,359(p)	+ 2.01%	+ 2.06%
SeaTac Wa. ⁶²	13,438	13,899	13,410	13,750(p)	+ 3.43%	+ 2.53%

We also examined two months of employment data for Santa Fe County, New Mexico which saw an increase in its minimum wage effective April 26, 2014. We looked at data from January and February of 2014 and at the same two months in 2015. Santa Fe County saw growth in employment as measured before and after its minimum wage was increased.

City/County	Jobs 1/14	Jobs 1/15	Jobs 2/14	Jobs 2/15	Year % Change January	Year % Change February
Santa Fe County, N.M. ⁶³	67,045	67,705	68,183	68,506	+ 0.98%	+ 0.47%

The findings:

- **There is no evidence that raising the minimum wage at the local government level resulted in a loss of jobs.**
- **To the contrary, all five local governments where the minimum wage increased enjoyed varying degrees of employment growth as measured before and after the wage increase.**

Conclusion

Debate over the pros and cons of raising the minimum wage will continue at the federal, state and local levels of government. This research report does not take a position on whether the minimum wage should be increased or to what level. Instead we sought to provide independent, unbiased research that analyzed existing research and examined employment statistics provided by the Department of Labor's Bureau of Labor Statistics.

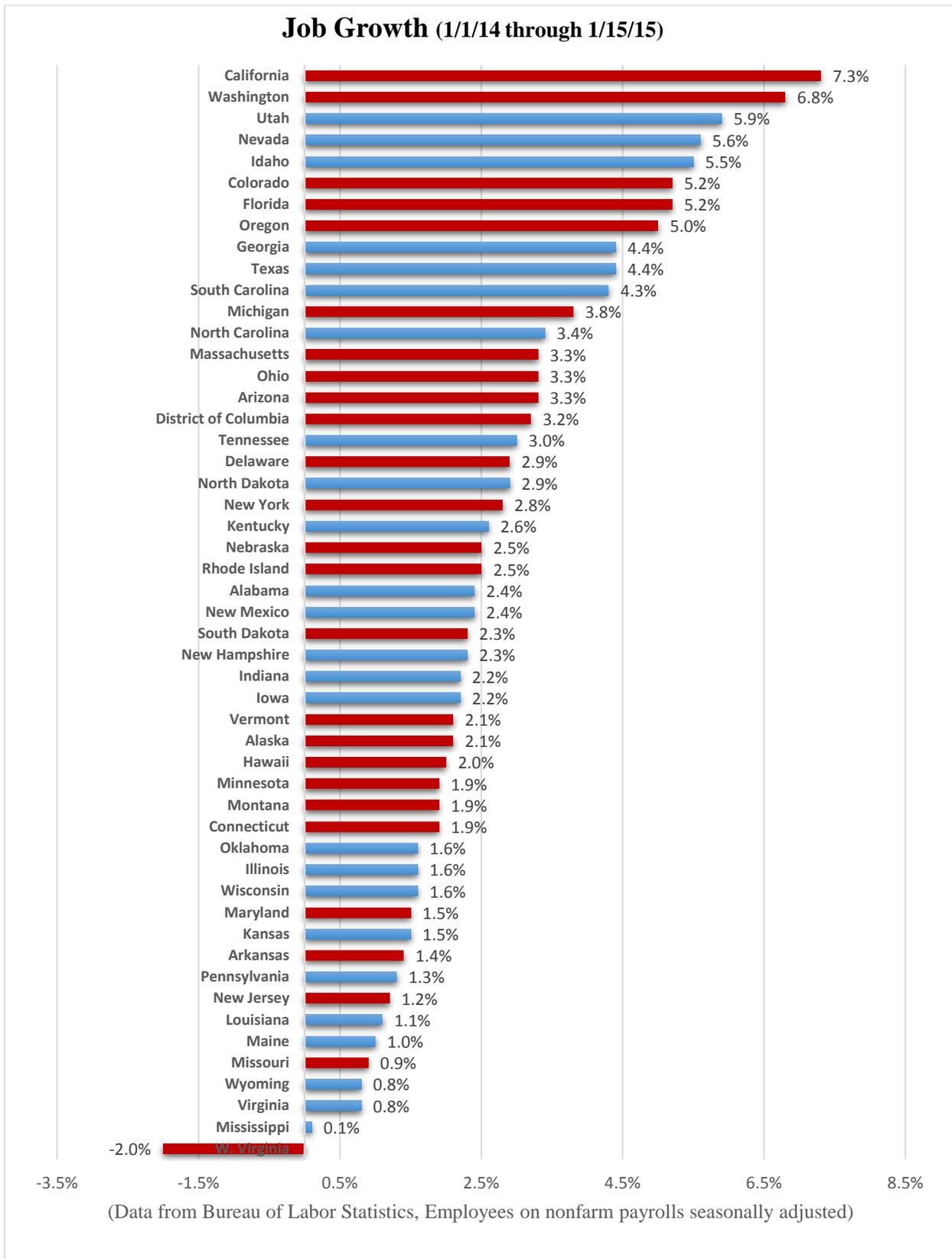
In this report, we sought to answer the question "does increasing the minimum wage result in job loss?" Our conclusion is that it does not result in job loss and there is some evidence that suggests employment levels rise quicker after the minimum wage is increased.

Our analysis of existing research found no clear evidence to support the assertion that an increase in the minimum wage causes employers to cut jobs. Our examination of employment statistics in states found no evidence of employment loss in states that have increased the minimum wage and more evidence that suggests employment increases faster when there is an increase in the minimum wage. Employment statistics in cities and counties where the minimum wage has increased show no decline in employment levels, only gains.

Integrity Florida believes there is a need for an objective source for information when policy-makers are engaged in debate over issues like the minimum wage. We hope this report provides needed context for that debate and will result in more fair, informed and compassionate policy-making; a key component necessary to ensure government integrity.

Appendix

(In the following chart, red denotes states with minimum wage hikes.)



State	Percentage Job Growth
California	7.27
Washington	6.76
Utah	5.91
Nevada	5.64
Idaho	5.50
Colorado	5.20
Florida	5.19
Oregon	5.00
Georgia	4.40
Texas	4.36
South Carolina	4.27
Michigan	3.76
North Carolina	3.39
Massachusetts	3.35
Ohio	3.34
Arizona	3.29
District of Columbia	3.19
Tennessee	2.98
Delaware	2.89
North Dakota	2.89
New York	2.82
Kentucky	2.60
Nebraska	2.54
Rhode Island	2.53
Alabama	2.38
New Mexico	2.38
South Dakota	2.28
New Hampshire	2.27
Indiana	2.19
Iowa	2.15
Vermont	2.10
Alaska	2.07
Hawaii	2.02
Minnesota	1.92
Montana	1.91
Connecticut	1.88
Oklahoma	1.64
Illinois	1.55
Wisconsin	1.55
Maryland	1.54
Kansas	1.46
Arkansas	1.38
Pennsylvania	1.28

New Jersey	1.21
Louisiana	1.06
Maine	1.03
Missouri	0.94
Wyoming	0.79
Virginia	0.78
Mississippi	0.14
West Virginia	- 2.00

Endnotes

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http://www.bls.gov/news.release/archives/laus_03282014.pdf

²⁷ “Economic News Release, Table 5. Employees on nonfarm payrolls by state and selected industry sector, seasonally adjusted.” Bureau of Labor Statistics, June 19, 2015.

<http://www.bls.gov/news.release/laus.t05.htm>

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governing when a ballot initiative goes into effect, the effective date was delayed to February 24, 2015. Alaska Minimum Wage Increase, Ballot Measure 3 (2014), Ballotpedia.

http://ballotpedia.org/Alaska_Minimum_Wage_Increase,_Ballot_Measure_3_%282014%29

²⁹ Arizona voters approved Proposition 202, referred to as the “Raise the Arizona Minimum Wage for Working Arizonans Act” on November 7, 2006. Industrial Commission of Arizona.

http://www.ica.state.az.us/labor/labor_minwag_main.aspx

The proposition requires the Industrial Commission to adjust the minimum annually using the Consumer Price Index. “Arizona minimum wage headed 15 cents higher on January 1,” Arizona Republic, October 17, 2014. <http://www.azcentral.com/story/money/business/2014/10/18/arizona-minimum-wage-headed-cents-higher-january/17491633/>

³⁰ The Arkansas Minimum Wage Initiative, Issue 5 was approved by voters on November 14, 2014. It increased the minimum wage from \$6.25 to \$7.50 per hour on January 1, 2015; to \$8 on January 1, 2016; and to \$8.50 per hour on January 1, 2017. Arkansas Minimum Wage Initiative, Issue 5,(2014), Ballotpedia. http://ballotpedia.org/Arkansas_Minimum_Wage_Initiative,_Issue_5_%282014%29

³¹ History of California Minimum Wage, State of California Industrial Relations.

The rate will increase to \$10 on January 1, 2016.

<https://www.dir.ca.gov/iwc/MinimumWageHistory.htm> The increase is pursuant to an bill passed by the California Legislature on September 25, 2013. Official Notice, California Minimum Wage.

<http://www.dir.ca.gov/Iwc/MW-2014.pdf>

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<http://www.coloradoan.com/story/news/2015/01/01/colorado-minimum-wage-rises/21163899/>

³³ A 2014 law created a series of increases: to \$9.15 January 1, 2015; \$9.60 on January 1, 2016; and \$10.10 on January 1, 2017. “CT minimum wage jumps to \$9.15 an hour in the new year,” Shelton Herald, January 1, 2015. <http://www.sheltonherald.com/56852/ct-minimum-wage-jumps-to-9-15-an-hour-at-start-of-new-year/>

³⁴ A 2014 law raised the rate from \$7.75 to \$8.25 as of June 1, 2015. State of Delaware Department of Labor. <http://dia.delawareworks.com/labor-law/minimum-wage.php> The rate had been \$7.15 in 2013. Changes in Basic Minimum Wages in Non-Farm Employment Under State Law: Selected Years 1968 to 2013, U.S. Department of Labor. <http://www.dol.gov/whd/state/stateMinWageHis.htm>

³⁵ On November 2, 2004, Florida voters approved a constitutional amendment creating a state minimum wage and tying it to the Consumer Price Index. Florida’s Minimum Wage (Updated October 15, 2014), Florida Department of Economic Opportunity.

http://www.fau.edu/hr/files/florida_minimumwage_2015_announcement.pdf

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³⁷ Illinois law provides a higher minimum wage than the federal wage, at \$8.25, but it has remained the same since 2011. IDOL Illinois Minimum Wage, Illinois.gov. <https://data.illinois.gov/Reference/IDOL-Illinois-Minimum-Wage/y63e-f8gg>

³⁸ 2007, L.D. 1697 “An Act To Ensure Fair Wages,” established that the minimum wage rate would rise in 2007, 2008, and 2009 to \$7 an hour, \$7.25 and \$7.50. It has remained at \$7.50 since 2009.

History of Maine’s Minimum Wage Rate, State of Maine.

http://www.maine.gov/labor/labor_laws/minwagehistory.html

³⁹ Maryland’s minimum wage went up from \$8 to \$8.25 on July 1, 2015, following a law enacted in 2014. The rate will increase to \$8.75 in 2016, \$9.25 in 2017, and \$10.10 in 2018. “Minimum Wage Goes Up Today in D.C., Maryland,” CBS DC. July 1, 2015.

<http://washington.cbslocal.com/2015/07/01/minimum-wage-goes-up-today-in-d-c-maryland/>

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⁴² The state-enacted rate increased from \$6.25, although the federal rate applied, to \$8.00 an hour on August 1, 2014, for large employers. It will go to \$9.00 on August 1, 2015 and \$9.50 on August 1, 2016. Labor Standards -- Minnesota's minimum-wage law, Minnesota Department of Labor & Industry. <http://www.dli.mn.gov/LS/MinWage.asp>

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http://www.stltoday.com/business/columns/david-nicklaus/expect-a--cent-increase-in-missouri-s-minimum-wage/article_9c4e26a2-557a-568f-b3e5-cc46b6d1b338.html

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http://ballotpedia.org/Nebraska_Minimum_Wage_Increase_Initiative_425_%282014%29

⁴⁶ The rate has not changed since 2006, when the Nevada Constitution established it at \$1 above the federal rate. “Bumping Nevada minimum wage to \$9 per hour called a good start, but just a start,” Las Vegas Review-Journal, March 24, 2015. <http://www.reviewjournal.com/news/nevada-legislature/bumping-nevada-minimum-wage-9-hour-called-good-start-just-start>

⁴⁷ The rate remained at \$7.25 from 2005 to 2013. It was increased to \$8.25 an hour in 2014 and to \$8.38 on January 1, 2015, due to an automatic inflation adjustment. “N.J. minimum wage goes up today,” NJ.com, January 1, 2015.

http://www.nj.com/politics/index.ssf/2015/01/nj_minimum_wage_goes_up_today.html

⁴⁸ Although the New Mexico rate is higher than the federal wage, it has remained at \$7.50 since 2009. “Official Notice, New Mexico Minimum Wage Act.”

http://www.dws.state.nm.us/Portals/0/DM/Business/New_Mexico_Minimum_Wage_Act_Summary_.pdf

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⁵⁰ It rose on January 1, 2015, from \$7.95 to \$8.10 and is adjusted to the cost of living, pursuant to a 2006 constitutional amendment. “Minimum wage in Ohio increases 15 cents an hour,” Sandusky Register, January 4, 2015. <http://www.sanduskyregister.com/news/state/7266961>

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http://www.oregon.gov/boli/WHD/docs/2015_minimumwage_press_release.pdf

⁵² Rhode Island’s rate went to \$9.00 effective January 1, 2015, and will rise to \$9.60 on January 1, 2016. It exceeded the federal rate for the first time, at \$7.40, in 2007. <http://www.dlt.ri.gov/lmi/pdf/sfdigest.pdf> “Statistical & Fiscal Digest 2014,” Rhode Island Department of Labor and Training.

<http://www.dlt.ri.gov/lm/minwage.htm>

⁵³ The rate was increased from \$7.25 to \$8.50 effective January 1, 2015, following approval of an amendment on November 54, 2014. South Dakota Increased Minimum Wage, Initiated Measure 18 (2014).

http://ballotpedia.org/South_Dakota_Increased_Minimum_Wage_Initiated_Measure_18_%282014%29

⁵⁴ Vermont's minimum wage rose to \$9.15 an hour from \$8.73 an hour on January 1, 2015. In the next three years it will increase in stages to \$10.50 an hour. "Minimum wage increases in Vermont, other states," Burlington Free Press, December 31, 2014.

<http://www.burlingtonfreepress.com/story/money/industries/2014/12/31/minimum-wage-increases-vermont-states/21099291/>

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"Minimum wage will increase 1.59% to \$9.47/hour in 2015," Washington State Department of Labor & Industries, September 30, 2014. <http://www.lni.wa.gov/News/2014/pr140930a.asp>

⁵⁶ State law required a \$7.25 rate beginning July 1, 2008, when it was raised to \$8.00 an hour. Beginning January 1, 2016, it will be \$8.75. West Virginia Minimum Wage Requirements.

<http://www.wvlabor.com/newwebsite/Documents/wageforms/Minimum%20Wage%20Poster%20new.pdf>

⁵⁷ Beginning July 1, 2014, the minimum wage in the District of Columbia rose from \$8.25 per hour to \$9.50 per hour. It increase by \$1.00 on July 1 each year through 2016, until it reaches \$11.50 per hour.

District of Columbia Minimum Wage Increase, Department of Employment Services.

http://does.dc.gov/sites/default/files/dc/sites/does/page_content/attachments/DC%20Minimum%20Wage%20Increase%20-%20DC%20Register%20Public%20Notice.pdf

⁵⁸ Database for Local Area Employment Statistics, U.S. Department of Labor, Bureau of Labor Statistics. <http://data.bls.gov/cgi-bin/dsrv?la>

⁵⁹ The Las Cruces City Council adopted an increase in the minimum wage for the city in September 2014. The ordinance increased the minimum wage from \$7.50 to \$8.40 an hour starting on January 1, 2015. This report in the Las Cruces Sun News documented the wage hike.

http://www.lcsun-news.com/las_cruces-news/ci_27216384/las-cruces-business-owners-prep-minimum-wage-hike

⁶⁰ Montgomery County, Maryland increased its minimum wage from \$7.25 an hour to \$8.40 an hour effective October 1, 2014. The minimum wage increases further to \$9.55 in October 2015 and to \$10.75 in July 2016 and to \$11.50 in July 2017. Document from the Maryland Department of Labor, Licensing and Regulation.

<http://www.dllr.state.md.us/labor/wages/minimumwagelawmont.pdf>

⁶¹ The Prince George's, Maryland County Council voted to increase the county's minimum wage from \$7.25 an hour to \$8.40 an hour effective October 1, 2014. The minimum wage increases further to \$9.55 an hour in October 2015 and to \$10.75 in October 2016 and to \$11.50 in October 2017. Document from the Maryland Department of Labor, Licensing and Regulation.

<http://www.dllr.state.md.us/labor/wages/minimumwagelawpg.pdf>

⁶² Voters in the City of SeaTac approved an increase in the minimum wage for hospitality and transportation industry employees effective January 1, 2014. The ordinance raised the minimum wage from Washington State's hourly minimum of \$9.19 to \$15. The wage hike was announced in a press release from the City of SeaTac.

<http://www.ci.seatac.wa.us/Modules/ShowDocument.aspx?documentid=8384>

⁶³ The Santa Fe County Commission voted to raise the minimum wage from \$7.50 an hour to \$10.66 an hour effective April 26, 2014. See this report by the Santa Fe New Mexican.

http://www.santafenewmexican.com/news/local_news/county-oks-minimum-wage-increase-to-per-hour/article_1fb3d82e-9346-59b5-8369-ff66b4017ab2.html

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F L O R I D A

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