



The Research Foundation for

The State University of New York

Minimum Hourly Wage Rate

Current and Past New York State Minimum Hourly Rate:

The New York State minimum hourly wage rate applies to positions classified as nonexempt based on their work region. The minimum wage requirements are outlined below:

Effective Date	Greater NYS	Long Island & Westchester	NYC
12/31/2018	\$11.10	\$12.00	\$15.00
12/31/2019	\$11.80	\$13.00	\$15.00
12/31/2020	\$12.50	\$14.00	\$15.00
12/31/2021	\$13.20	\$15.00	\$15.00
12/31/2022	\$14.20	\$15.00	\$15.00
1/1/2024	\$15.00	\$16.00	\$16.00
1/1/2025	\$15.50	\$16.50	\$16.50

Future Increases to the New York State Minimum Hourly Rate:

The following increase(s) to the minimum wage rate will become effective as follows:

Effective Date	Greater NYS	Long Island & Westchester	NYC
1/1/2026	\$16.00	\$17.00	\$17.00

Monitoring Report

The RF Employees below NYS Minimum Wage report is available in Oracle to assist with monitoring. This report should be run quarterly to ensure employees are paid at the NYS minimum rate.

Minimum Hourly Wage Rate for Federal Contractors:

Nonexempt RF positions paid from certain federally funded contracts and subcontracts are required to earn a minimum hourly wage rate, which is dependent upon the date the contract was entered into, renewed, or extended. Coverage of the applicable order generally extends to four categories of contractual agreements:

1. Procurement contracts for construction covered by the DBA;
2. Service contracts covered by the SCA;
3. Concessions contracts, including any concessions contract excluded from the SCA by the Department's regulations at 29 C.F.R. 4.133(b); and
4. Contracts in connection with Federal property or lands and related to offering services for Federal employees, their dependents, or the general public.

Effective January 1, 2025, nonexempt employees working on covered contracts, based on the applicable Executive Order:

- Executive Order 14026, must be paid a minimum wage rate of \$17.75 per hour, and the operating location must display the [Worker Rights Under Executive Order 14026](#) poster with existing posting notices.

For additional information, please review the [Side-by-Side Comparison](#) on the Department of Labor's website.

The wage should be established during the pre-award stage.

Change History

- **January 1, 2025** – Updated state minimum hourly wage and removed 2017 increases; updates to Minimum Hourly Wage Rate for Federal Contractors section.
- **January 1, 2024** - Updated state minimum hourly wage and incorporated future increases.
- **January 5, 2023** - Updated state minimum hourly wage and hourly minimum wage for federal contractors and updated language for clarity.
- **November 22, 2021** - Updated state minimum hourly wage and hourly minimum wage for federal contractors
- **December 31, 2020** - Updated state minimum hourly wage and hourly minimum wage for contractors.
- **December 31, 2019** - Updated state minimum hourly wage rate and hourly minimum wage for contractors.
- **December 31, 2017** - Updated state minimum hourly wage rate and hourly minimum wage for contractors.
- **December 31, 2017** - Updated state minimum hourly wage rate and hourly minimum wage for contractors.
- **December 31, 2016** - Updated state minimum hourly wage rate and hourly minimum wage for contractors.
- **December 31, 2015** - Updated state and contractor minimum hourly wage rate.
- **August 5, 2015** - Removed July 24, 2009, minimum hourly wage rate.
- **December 31, 2014** - Updated state minimum hourly wage rate.
- **July 1, 2014** - Updated state minimum hourly wage rate.
- **December 31, 2013** - Updated state minimum hourly wage rate.
- **July 24, 2009** - Updated state minimum hourly wage rate.
- **July 24, 2007** - Updated federal minimum wage rate.
- **July 11, 2007** - Updated federal minimum wage rate.
- **January 2, 2007** - Revised new minimum hourly rate effective 1/1/06.
- **December 23, 2005** - Revised new minimum hourly rate effective 1/1/05 and added future hourly rates.
- **December 31, 2004** - Revised new minimum hourly rate effective 1/1/05 and added future hourly rates.

Feedback

Was this document clear and easy to follow? Please send your feedback to webfeedback@rfsuny.org.

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