

### Lodging Allowances and Meal Allowances\* for Employees of For-Profit Residential Camps

Region	Type and Amount of Allowance			Allowance Effective Date	Type and Amount of Allowance			Region
	Lodging only (no meals)	Meals for a non-residential employee	Lodging and 3 meals for a residential employee		Lodging only (no meals)	Meals for a non-residential employee	Lodging and 3 meals for a residential employee	
Long Island & Westchester	\$0.50 per hour	\$4.50 per meal	\$22.45 per day	<b>December 31<sup>st</sup>, 2016</b>	\$0.50 per hour	\$4.35 per meal	\$21.75 per day	Rest of New York State (excluding NYC)
	\$0.55 per hour	\$4.95 per meal	\$24.70 per day	<b>December 31<sup>st</sup>, 2017</b>	\$0.50 per hour	\$4.70 per meal	\$23.35 per day	
	\$0.60 per hour	\$5.40 per meal	\$26.95 per day	<b>December 31<sup>st</sup>, 2018</b>	\$0.55 per hour	\$5.00 per meal	\$24.90 per day	
	\$0.65 per hour	\$5.85 per meal	\$29.20 per day	<b>December 31<sup>st</sup>, 2019</b>	\$0.60 per hour	\$5.30 per meal	\$26.50 per day	
	\$0.70 per hour	\$6.30 per meal	\$31.40 per day	<b>December 31<sup>st</sup>, 2020</b>	\$0.65 per hour	\$5.65 per meal	\$28.05 per day	
	\$0.75 per hour	\$6.75 per meal	\$33.65 per day	<b>December 31<sup>st</sup>, 2021</b>	TBD	TBD	TBD	

\*Note that these allowance rates are only applicable to employees who by law must be paid a minimum wage. Given that camper workers and staff counselors at children’s camps are exempt from the minimum wage (see below), these allowances are most typically only applicable to camp employees who are service workers or food service workers. These allowances are credits for meals and/or lodging provided by an employer that may be considered part of an employee’s wages. Meals and/or lodging cannot be valued at amounts more than those provided in the table above.

### New York State Minimum Wage Rates\*

Region	Minimum Wage Amount	Minimum Wage Effective Date	Minimum Wage Amount	Region
Long Island & Westchester	\$10.00 per hour	<b>December 31<sup>st</sup>, 2016</b>	\$9.70 per hour	Rest of New York State (excluding NYC)
	\$11.00 per hour	<b>December 31<sup>st</sup>, 2017</b>	\$10.40 per hour	
	\$12.00 per hour	<b>December 31<sup>st</sup>, 2018</b>	\$11.10 per hour	
	\$13.00 per hour	<b>December 31<sup>st</sup>, 2019</b>	\$11.80 per hour	
	\$14.00 per hour	<b>December 31<sup>st</sup>, 2020</b>	\$12.50 per hour	
	\$15.00 per hour	<b>December 31<sup>st</sup>, 2021</b>	TBD	

\*Note that these rates are only applicable to employees who by law must be paid a minimum wage. Certain occupations, including camper workers and staff counselors at children’s camps, are exempt from minimum wage requirements. A “camper worker” is a camper who works no more than four hours a day for a children’s camp and at all other times enjoys the same privileges, facilities, and accommodations as a regular camper in such camp. A “staff counselor” is a person whose duties primarily relate to the guidance, instruction, supervision, and care of campers, whether those duties involve direct responsibility for activities or merely assistance to those in charge. “Staff counselor” includes head counselor, assistant head counselor, specialist counselor instructor (e.g., swimming counselor, arts & crafts counselor), group leader, division leader, camp mother, supervising counselor, senior counselor, counselor, general counselor, bunk counselor, assistant counselor, co-counselor, junior counselor, and counselor aide.