State of Nebraska Minimum Wage

Effective Date	Minimum Hourly Wage Rate	Youth Minimum Hourly Wage Rate 14-15 years of age
July 18, 2026	**$15.00***	**$13.50**
January 1, 2027	**$15.26**	**$13.50**
January 1, 2028	**$15.53**	**$13.50**
January 1, 2029	**$15.80**	**$13.50**
January 1, 2030	**$16.08**	**$13.70**

*Unchanged from January 1, 2026.

Beginning July 18, 2026, an employer may pay a **youth minimum wage of $13.50** per hour to employees who are **14 or 15 years of age**. The youth minimum wage will increase to **$13.70 per hour effective January 1, 2030**, and will increase **1.5%** every fifth year thereafter.

Except as provided below, every employer of four or more persons at any one time shall pay its employees a minimum wage per hour as listed above.

- In the case of employees paid gratuities for services performed, the combined amount of hourly wage and gratuities given to the employee shall equal or exceed the applicable minimum wage. The hourly wage amount paid to the employee shall be at least $2.13 per hour and the employer is responsible for making up the difference between the actual hourly wage and gratuities paid to the employee and the applicable minimum wage.
- Any employer employing student learners as part of a bona fide vocational training program shall pay such student learners' wages at a rate of at least 75% of the applicable state minimum wage rate.
- Exemptions provided within § 48-1202
- **An employer may pay a new employee who is 16–19 years old** and is not a seasonal or migrant worker, **a training wage for 90 days from the date the new employee was hired**, subject to the wage rate, terms and conditions described in Neb. Rev. Stat. § 48-1203.01.

Effective Date	Training Hourly Wage Rate (90 days) 16-19 years of age
July 18, 2026	**$13.50**
January 1, 2027	**$13.70**
January 1, 2028	**$13.91**
January 1, 2029	**$14.12**
January 1, 2030	**$14.33**

For further information regarding the Nebraska Wage and Hour Act, contact the Nebraska Department of Labor

PHONE: 402-471-2239 | **WEBSITE:** dol.nebraska.gov/LaborStandards

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