Legal Update

Nebraska

Nebraska's Minimum Wage Rate to Increase on Jan. 1, 2027

In September 2026, the Nebraska Department of Labor (NDOL) announced that the state's minimum wage rate will increase to **$15.26 per hour** on **Jan. 1, 2027**. Nebraska employers with four or more employees must pay nonexempt employees at least the state's minimum wage.

Nebraska's Minimum Wage Rate

On Feb. 10, 2026, Nebraska enacted Legislative Bill (LB) 258, which amended a 2022 ballot initiative that increased the state's minimum wage rate. LB 258 removed scheduled cost-of-living increases in the state's minimum wage rate and replaced them with an annual increase of 1.75% starting Jan. 1, 2027. Accordingly, Nebraska's minimum wage rate will increase from $15 per hour to $15.26 per hour on Jan. 1, 2027. The NDOL must announce the adjusted rate no later than Oct. 15 of each year.

Next Steps for Employers

Nebraska employers should update their payroll processes and procedures to comply with the new minimum wage rate by Jan. 1, 2027. In addition, employers should use NDOL's updated minimum wage poster by Jan. 1, 2027.

Highlights

September 2026
Nebraska announced a minimum wage rate of $15.26 per hour for 2027.

Jan. 1, 2027
The new state minimum wage rate will take effect.

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