

STATE	MINIMUM WAGE
Alaska	\$10.19 (current) \$10.34 (effective January 1, 2021)
Arizona	\$12.00 (current) \$12.15 (effective January 1, 2021) Flagstaff: \$13.00 (current) \$15.00 (effective January 1, 2021)
Arkansas	\$10.00 (current) \$11.00 (effective January 1, 2021)
California	<u>Employers with 26 or more employees:</u> \$13.00 (current) \$14.00 (effective January 1, 2021) <u>Employers with 25 or fewer employees:</u> \$12.00 (current) \$13.00 (effective January 1, 2021) Los Angeles (City): <u>Employers with 26 or more employees:</u> \$15.00 (current) (no change) <u>Employers with 25 or fewer employees:</u> \$14.25 (current) \$15.00 (effective July 1, 2021) Los Angeles (County – unincorporated areas): <u>Employers with 26 or more employees:</u> \$15.00 (current) (no change) <u>Employers with 25 or fewer employees:</u> \$14.25 (current) \$15.00 (effective July 1, 2021) Oakland: \$14.14 (current) \$14.36 (effective January 1, 2021)

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	Pasadena: <u>Employers with 26 or more employees:</u> \$15.00 (current) (no change) <u>Employers with 25 or fewer employees:</u> \$14.25 (current) \$15.00 (effective July 1, 2021) San Diego: \$13.00 (current) \$14.00 (effective January 1, 2021) San Jose: \$15.25 (current) \$15.45 (effective January 1, 2021) Santa Monica: <u>Employers with 26 or more employees:</u> \$15.00 (current) (no change) <u>Employers with 25 or fewer employees:</u> \$14.25 (current) \$15.00 (effective July 1, 2021) <i>*Reminder: this list of CA localities with published 2021 increases is not exhaustive; others may see increases in 2021 as well.</i>
Colorado	\$12.00 (current) \$12.32 (effective January 1, 2021) Denver: \$12.85 (current) \$14.77 (effective January 1, 2021)
Connecticut	\$12.00 (current) \$13.00 (effective August 1, 2021)
Florida	\$8.56 (current) \$8.65 (effective January 1, 2021)

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	<i>Further increases determined by ballot initiative approved 11/3/20:</i> \$10.00 (effective September 30, 2021)
Illinois	\$10.00 (current) \$11.00 (effective January 1, 2021) Chicago: <u>Employers with 21 or more total employees:</u> \$14.00 (current) \$15.00 (effective July 1, 2021) <u>Employers with 4-20 total employees:</u> \$13.50 (current) \$14.00 (effective July 1, 2021)
Maine	\$12.00 (current) \$12.15 (effective January 1, 2021)
Maryland	\$11.00 (current) <u>Employers with 15 or more employees:</u> \$11.75 (effective January 1, 2021) <u>Employers with 14 or fewer employees:</u> \$11.60 (effective January 1, 2021) Montgomery County: <u>Employers with 51 or more employees:</u> \$14.00 (current) \$15.00 (effective July 1, 2021) <u>Employers with 11 – 50 employees:</u> \$13.25 (current) \$14.00 (effective July 1, 2021) <u>Employers with 10 or fewer employees:</u> \$13.00 (current) \$13.50 (effective July 1, 2021) Prince George's County: \$11.50 (current)*

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	<i>*State rate will apply effective January 1, 2021.</i>
Massachusetts	\$12.75 (current) \$13.50 (effective January 1, 2021)
Minnesota	<p><u>Large Employers</u> (annual gross revenues of \$500,000 or more): \$10.00 (current) \$10.08 (effective January 1, 2021)</p> <p><u>Small Employers</u> (annual gross revenues of less than \$500,000): \$8.15 (current) \$8.21 (effective January 1, 2021)</p> <p>Minneapolis: <u>Large Employers</u> (101 or more total employees): \$13.25 (current) \$14.25 (effective July 1, 2021)</p> <p><u>Small Employers</u> (100 or fewer total employees): \$11.75 (current) \$12.50 (effective July 1, 2021)</p> <p>St. Paul: <u>Large Businesses</u> (101 to 10,000 total employees): \$11.50 (current) \$12.50 (effective July 1, 2021)</p> <p><u>Small Businesses</u> (6 to 100 total employees): \$10.00 (current) \$11.00 (effective July 1, 2021)</p> <p><u>Micro Businesses</u> (5 or fewer employees): \$9.25 (current) \$10.00 (effective July 1, 2021)</p>

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Missouri	\$9.45 (current) \$10.30 (effective January 1, 2021)
Montana	\$8.65 (current) \$8.75 (effective January 1, 2021)
Nevada	<p><u>Employers offering qualified health insurance benefits:</u> \$8.00 (current) \$8.75 (effective July 1, 2021)</p> <p><u>Employers that do not offer qualified health insurance benefits:</u> \$9.00 (current) \$9.75 (effective July 1, 2021)</p>
New Jersey	<p><u>Employers with 6 or more employees:</u> \$11.00 (current) \$12.00 (effective January 1, 2021)</p> <p><u>Employers with 5 or fewer employees and seasonal employees:</u> \$10.30 (current) \$11.10 (effective January 1, 2021)</p>
New Mexico	<p>\$9.00 (current) \$10.50 (effective January 1, 2021)</p> <p>Albuquerque (city): <u>Employers not providing healthcare and/or childcare benefits of at least \$2,500:</u> \$9.35 (current) \$10.50 (effective January 1, 2021)</p> <p><u>Employers providing healthcare and/or childcare benefits of at least \$2,500 (annualized):</u> \$8.35 (current) \$9.50 (effective January 1, 2021)* <i>*Higher state rate of \$10.50 applies effective January 1, 2021.</i></p>

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	<p>Bernalillo County (unincorporated area only): \$9.20 (current) \$9.35 (effective January 1, 2021)* <i>*Higher state rate of \$10.50 applies effective January 1, 2021.</i></p> <p>Santa Fe (city): \$12.10 (current)* <i>*March 2021 increase expected.</i></p> <p>Santa Fe (county - unincorporated area only): \$12.10 (current)* <i>*March 2021 increase expected.</i></p>
New York	<p>Statewide (outside NYC and counties below): \$11.80 (current) \$12.50 (effective December 31, 2020)</p> <p><u>Fast Food Workers</u> (non-NYC): \$13.75 (current) \$14.50 (effective December 31, 2020) \$15.00 (effective July 1, 2021)</p> <p>Nassau, Suffolk, and Westchester Counties: \$13.00 (current) \$14.00 (effective December 31, 2020) \$15.00 (effective December 31, 2021)</p>
Ohio	<p>\$8.70 (current) \$8.80 (effective January 1, 2021)</p> <p><u>Small Employers</u> (annual gross receipts of less than \$319,000* per year): \$7.25 (current) <i>*Small employer threshold increases to \$323,000 effective January 1, 2021.</i></p>

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Oregon	<p>Standard Minimum Wage Rate: \$12.00 (current) \$12.75 (effective July 1, 2021)</p> <p>Portland Metro Employers (<i>i.e., employers located within the "urban growth boundary of a metropolitan service district"</i>): \$13.25 (current) \$14.00 (effective July 1, 2021)</p> <p>Employers in Nonurban Counties (<i>as defined by the law</i>): \$11.50 (current) \$12.00 (effective July 1, 2021)</p>
South Dakota	\$9.30 (current) \$9.45 (effective January 1, 2021)
Vermont	\$10.96 (current) \$11.75 (effective January 1, 2021)
Virginia	\$7.25 (current) \$9.50 (effective May 1, 2021)

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Washington	\$13.50 (current) \$13.69 (effective January 1, 2021) <p>Seattle: <u>Large Employers</u> (more than 500 employees worldwide): \$16.39 (current) \$16.69 (effective January 1, 2021)</p> <p><u>Small Employers</u> (500 or fewer employees worldwide) who do <u>not</u> contribute towards an individual employee's medical benefits: \$15.75 (current) \$16.69 (effective January 1, 2021)</p> <p><u>Small Employers</u> (500 or fewer employees worldwide) who <u>do</u> pay at least \$1.69 per hour toward an individual employee's medical benefits or in tips: \$13.50 (current) \$15.00 (effective January 1, 2021)</p>