

2021 U.S. Minimum Wage Chart

Jurisdiction	Minimum Wage ^{1,2}	Comments
Alabama	No provision.	
Alaska	\$10.34	Indexed to inflation or \$1 more than the federal minimum wage, whichever is higher.
Arizona	\$12.15	Adjusts annually on January 1 based on a cost of living formula.
- <i>Flagstaff</i>	\$15.00	Increasing to \$15.50 or \$2.00 over state minimum wage, whichever is greater, on and after January 1, 2022. Thereafter adjusted annually on January 1 based upon cost of living. Applies to employees working at least 25 hours per year in the city.
Arkansas	\$11.00	
California	\$13.00 (1-25 employees) \$14.00 (25+ employees)	For employers of 1-25 employees, increasing to \$14.00 on January 1, 2022 and \$15.00 on January 1, 2023. Additional yearly increases to be determined by August 1 of each year. For employers of 25 or more employees, increasing to \$15.00 on January 1, 2022. Additional yearly increases to be determined by August 1 of each year.
- <i>Alameda</i>	\$15.00	Yearly cost of living increases beginning on July 1, 2022 and annually thereafter.
- <i>Belmont</i>	\$15.90	Only applies to employers subject to the Belmont Business License Tax or who maintain a facility in Belmont, and to employees who perform at least two hours of work per week in Belmont.
- <i>Berkeley</i>	\$16.07	Adjusts annually on July 1 based upon CPI.
- <i>Burlingame</i>	\$15.00	Adjusts annually on January 1 based upon CPI.
- <i>Cupertino</i>	\$15.65	Adjusts annually on January 1 for cost of living.
- <i>Daly City</i>	\$15.00	
- <i>El Cerrito</i>	\$15.61	Adjusts annually on January 1 based upon CPI

¹ This chart does not include minimum wage rates that are specific to tipped employees, minors, hotel, casino and/or transportation workers, local government contractors or employees or any other category of specialized workers.

² Chart is current as of January 1, 2021; rates shown are those in effect as of that date.

2021 U.S. Minimum Wage Chart

Jurisdiction	Minimum Wage ^{1,2}	Comments
- <i>Emeryville</i>	\$16.84	
- <i>Fremont</i>	\$15.00 (26+ employees)	For employers of 25 or fewer employees, minimum wage of \$13.50; increasing to \$15.00 on July 1, 2021. Thereafter rates to be equivalent regardless of number of employees. Beginning July 1, 2021, adjusts annually on July 1 based upon cost of living. Only applies to employees working at least two hours per week in the city. Certain exceptions for on-call employees and certain employees of non-profits.
- <i>Half Moon Bay</i>	\$15.00	Adjusts annually on January 1 based upon CPI.
- <i>Hayward</i>	\$15.00 (26+ employees)	For employers of 25 or fewer employees, minimum wage of \$14.00. Beginning on January 1, 2021 and annually thereafter, minimum wage will increase based on the CPI.
- <i>Los Altos</i>	\$15.65	Adjusts annually each January for cost of living.
- <i>Los Angeles (city and county; county follows large employer scheduled rate)</i>	\$15.00 (26+ employees)	For employers of 25 or fewer employees, minimum wage of \$14.25, increasing to \$15.00 on July 1, 2021. Beginning on July 1, 2022 and annually thereafter, minimum wage will increase based on the CPI for the LA metro area. NOTE: Non-profits may qualify for deferred schedule.
- <i>Malibu</i>	\$15.00 (26+ employees)	For employers of 25 or fewer employees, minimum wage of \$14.25, increasing to \$15.00 on July 1, 2021. Beginning on July 1, 2022 and annually thereafter, minimum wage will increase based on the CPI.
- <i>Menlo Park</i>	\$15.25*	*Applies to employees working more than 2 hours per week. Adjusts annually on January 1 based upon CPI.
- <i>Milpitas</i>	\$15.40	Adjusts annually on July 1 based upon CPI.
- <i>Mountain View</i>	\$16.30	Adjusts annually on January 1 based upon CPI.

2021 U.S. Minimum Wage Chart

Jurisdiction	Minimum Wage ^{1,2}	Comments
- <i>Novato</i>	\$15.24 (100+ employees)	For employers of 25 or fewer employees, minimum wage of \$14.00, increasing to \$15.00 on January 1, 2022. For employers of 26-99 employees, minimum wage of \$15.00. Beginning on January 1, 2023, adjusts annually on January 1 based upon CPI.
- <i>Oakland</i>	\$14.36	Adjusts annually on January 1 based upon the CPI. Applies to any person who performs at least two hours of work within the city in a particular week and is entitled to the state minimum wage.
- <i>Palo Alto</i>	\$15.65	Adjusts annually on January 1 based upon CPI. Applies to employees who work two hours per week within Palo Alto.
- <i>Pasadena</i>	\$15.00 (26+ employees)	For employers of 25 or fewer employees, minimum wage of \$14.25, increasing to \$15.00 on July 1, 2021. Beginning July 1, 2022, \$15.00 for all employers, with an annual cost of living adjustment.
- <i>Petaluma</i>	\$15.20	Adjusts annually on January 1 for all employers based upon CPI.
- <i>Redwood City</i>	\$15.62	Adjusts annually on January 1 based upon CPI. Applies to employers that maintain a business facility in Redwood City or are subject to Redwood City's business license requirements; covers employees working two hours or more in a calendar week within Redwood City.

2021 U.S. Minimum Wage Chart

Jurisdiction	Minimum Wage ^{1,2}	Comments
- <i>Richmond</i>	\$15.21	Does not apply to any small business employer who pays for less than 800 hours of employee labor during a given two-week period, including all persons performing work for compensation on a full-time, part-time, or temporary basis. An employer that pays for 800 or more hours of employee labor during any 2-week period at all business locations, whether inside or outside the City of Richmond, shall be deemed to be a covered employer for the entirety of that 2-week period and the remainder of that calendar year quarter. In determining how many hours of employee labor an employer pays for, all labor performed by businesses with substantial overlapping ownership or control shall be aggregated. Lower rate allowed if employer provides medical benefits. Adjusts annually each January 1 for inflation.
- <i>San Carlos</i>	\$15.24	Adjusts annually each January 1 for inflation.
- <i>San Diego</i>	\$14.00	Adjusts annually each January 1 for inflation.
- <i>San Francisco</i>	\$16.07	Adjusts annually each July 1 for inflation. Applies to any person who performs at least two hours of work within the city in a particular week and is entitled to the state minimum wage.
- <i>San Jose</i>	\$15.45	Adjusts annually each January 1 for cost of living. Applies to any person who performs at least two hours of work within the city in a particular week and is entitled to the state minimum wage.
- <i>San Leandro</i>	\$15.00	
- <i>San Mateo</i>	\$15.62	Adjusts annually each January 1 based upon CPI. Applies to employers who are subject to the City of San Mateo Business License Tax or who maintain a facility in the City of San Mateo. Different rates for nonprofits.
- <i>Santa Clara</i>	\$15.65	Adjusts annually each January 1 based upon CPI. Applies to employees who perform at least two hours or more per week of work in Santa Clara.

2021 U.S. Minimum Wage Chart

Jurisdiction	Minimum Wage ^{1,2}	Comments
- <i>Santa Monica</i>	\$15.00 (26+ employees)	For employers with 25 or fewer employees, minimum wage of \$14.25, increasing to \$15.00 on July 1, 2021. Beginning July 1, 2022, adjusts annually on July 1 based on CPI. Applies to employees who perform at least two hours or more per week of work in Santa Monica.
- <i>Santa Rosa</i>	\$15.20	
- <i>Sonoma</i>	\$15.00 (26+ employees)	For employers with 25 or fewer employees, \$14.00, increasing to \$15.00 on January 1, 2022, and \$16.00 on January 1, 2023. For employers with 26 or more employees, increasing to \$16,00 on January 1, 2022, and \$17.00 on January 1, 2023 Beginning on January 1, 2024, adjusts annually on January 1 based upon CPI.
- <i>South San Francisco</i>	\$15.24	Adjusts annually on January 1 based upon CPI.
- <i>Sunnyvale</i>	\$16.30	Adjusts annually on January 1 based upon CPI. Applies to employers who are subject to the Sunnyvale Business License Tax or who maintain a facility in Sunnyvale; applies to employees who perform at least two hour of work per week in Sunnyvale.
Colorado	\$12.32 ³	Adjusts annually on January 1 based upon CPI.
- <i>Denver</i>	\$14.77	Increasing to \$15.87 on January 1, 2022. Beginning on January 1, 2023, adjusts annually on January 1 based upon CPI.
Connecticut	\$12.00	Increasing to \$13.00 on August 1, 2021, \$14.00 on July 1, 2022, and \$15.00 on June 1, 2023.
Delaware	\$9.75	Increasing to \$10.25 on October 1, 2021. Adopts the federal minimum wage rate by reference if the federal rate is greater than the state rate.
District of Columbia	\$15.00	Beginning July 1, 2021, adjusts annually on July 1 based upon CPI. If rate is set below federal rate, rate is adjusted to equal the federal rate plus \$1.

³ Rate applies only to retail and service, commercial support service, food and beverage, and health and medical industries.

2021 U.S. Minimum Wage Chart

Jurisdiction	Minimum Wage ^{1,2}	Comments
Florida	\$8.65	Increasing to \$10.00 on September 30, 2021, \$11.00 on September 30, 2022, \$12.00 on September 30, 2023, \$13.00 on September 30, 2024, \$14.00 on September 30, 2025, and \$15.00 on September 30, 2026.
Georgia	\$5.15	Excludes from coverage any employment subject to FLSA when federal minimum wage is greater than the state rate.
Guam	\$8.25	
Hawaii	\$10.10	Excludes from coverage any employment subject to FLSA when federal minimum wage is greater than the state rate.
Idaho	\$7.25	
Illinois	\$11.00	Increasing to \$12.00 on January 1, 2022, \$13.00 on January 1, 2023, \$14.00 on January 1, 2024 and \$15.00 on January 1, 2025. Limited exceptions; can pay \$0.50 less to certain employees in first 90 days of employment. Does not apply to outside sales employees.
- Chicago	\$15.00 (21+ employees)	Applies to all employees who perform at least two hours of work within the city within a two-week period. <i>Must provide notice of current minimum wage with first paycheck including the minimum wage.</i> For employers with four to 20 employees, minimum wage of \$13.50, increasing to \$14.00 on July 1, 2021, \$14.50 on July 1, 2022 and \$15.00 on July 1, 2023.
- Cook County	\$13.00	Beginning July 1, 2021, adjusts annually on July 1 based upon CPI. Applies to all employees who perform at least two hours of work within the county within a two-week period.
Indiana	\$7.25	
Iowa	\$7.25	Adopts the federal minimum wage rate by reference if the federal rate is greater than the state rate.

2021 U.S. Minimum Wage Chart

Jurisdiction	Minimum Wage ^{1,2}	Comments
Kansas	\$7.25	Excludes from coverage any employment subject to FLSA when state rate is higher than federal rate.
Kentucky	\$7.25	Adopts the federal minimum wage rate by reference if the federal rate is greater than the state rate.
Louisiana	No provision.	
Maine	\$12.15	Beginning January 1, 2021, adjusts annually on January 1 based upon the CPI. Adopts the federal minimum wage rate by reference if the federal rate is greater than the state rate, except any such increase is limited to no more than \$1 per hour above the current legislated state rate.
- <i>Portland</i>		Increasing to \$13.00 on January 1, 2022, \$14.00 on January 1, 2023, and \$15.00 on January 1, 2024. Beginning January 1, 2025, adjusts annually on January 1 based upon CPI.
- <i>Rockland</i>		Increasing to \$13.00 on January 1, 2022, \$14.00 on January 1, 2023, and \$15.00 on January 1, 2024. Beginning January 1, 2025, adjusts annually on January 1 based upon CPI.
Maryland	\$11.75 (15+ employees)	For employers with 15 or more employees, increasing to \$12.50 on January 1, 2022, \$13.25 on January 1, 2023, \$14.00 on January 1, 2024 and \$15.00 on January 1, 2025. For employers with 14 or fewer employees, \$11.60, increasing to \$12.20 on January 1, 2022, \$12.80 on January 1, 2023, \$13.40 on January 1, 2024, \$14.00 on January 1, 2025, \$14.60 on January 1, 2026 and \$15.00 on July 1, 2026.
- <i>Montgomery County</i>	\$14.00 (51+ employees)	For employers with 10 or fewer employees, \$13.00, increasing to \$13.50 on July 1, 2021, \$14.00 on July 1, 2022, \$14.50 on July 1, 2023, and \$15.00 on July 1, 2024. For employers with 11 to 50 employees, \$13.25, increasing to \$14.00 on July 1, 2021, \$14.50 on July 1, 2022, and \$15.00 on July 1, 2023. For employers with 51 or more employees, increasing to \$15.00 on July 1, 2021.

2021 U.S. Minimum Wage Chart

Jurisdiction	Minimum Wage ^{1,2}	Comments
- <i>Prince George's County</i>	\$11.75	Applies to all work done by employees in this county.
Massachusetts	\$13.50	Increasing to \$14.25 on January 1, 2022 and \$15.00 on January 1, 2023.
Michigan	\$9.87	Increasing to \$10.10 on January 1, 2022, \$10.33 on January 1, 2023, \$10.56 on January 1, 2024, \$10.80 on January 1, 2025, and additional annual increases through 2030.
Minnesota	\$10.08	Rate applies to large employers. (Small employer (annual receipts of less than \$500,000) \$8.21).
- <i>Minneapolis</i>	\$13.25 (101+ employees)	For small employers (1-100 employees), \$11.75, increasing to \$12.50 on July 1, 2021, \$13.50 on July 1, 2022, \$14.50 on July 1, 2023 and \$15.00 on July 1, 2024. For large employers (101+ employees), increasing to \$14.25 on July 1, 2022, and \$15.00 on July 1, 2023. Must display poster .
- <i>Saint Paul</i>	\$11.50 (101-10,000 employees)	For macro businesses (10,000+), \$12.50, increasing to \$15.00 on July 1, 2022. For large businesses (101-10,000), increasing to \$12.50 on July 1, 2021, \$13.50 on July 1, 2022, and \$15.00 on July 1, 2023. For small businesses (6-100), \$10.00, increasing to \$11.00 on July 1, 2021, \$12.00 on July 1, 2022, \$13.00 on July 1, 2023, \$14.00 on July 1, 2024 and \$15.00 on July 1, 2025. For micro businesses (5 or fewer), \$9.25 increasing to \$10.00 on July 1, 2021, \$10.75 on July 1, 2022, \$11.50 on July 1, 2023, \$12.25 on July 1, 2024, \$13.25 on July 1, 2025, \$14.25 on July 1, 2026 and \$15.00 on July 1, 2027.
Mississippi	No provision.	
Missouri	\$10.30	Increasing to \$11.15 on January 1, 2022 and \$12.00 on January 1, 2023.
Montana	\$8.75	Adjusts annually on January 1 based on a cost of living formula. Rate is \$4 for businesses with a gross annual sales of \$110,000 or less.

2021 U.S. Minimum Wage Chart

Jurisdiction	Minimum Wage ^{1,2}	Comments
Nebraska	\$9.00	
Nevada	\$9.00 (employer not providing health benefits)	<p>\$8.00 if employer provides health benefits. For employers providing health benefits, increasing to \$8.75 on July 1, 2021, \$9.50 on July 1, 2022, \$10.25 on July 1, 2023, and \$11.00 on July 1, 2024.</p> <p>For employers not providing health benefits, increasing to \$9.75 on July 1, 2021, \$10.50 on July 1, 2022, \$11.25 on July 1, 2023 and \$12.00 on July 1, 2024.</p> <p>Beginning on July 1, 2025, adjusts annually on July 1 based upon CPI.</p>
New Hampshire	\$7.25	Adopts the federal minimum wage rate by reference if the federal rate is greater than the state rate.
New Jersey	\$12.00	Increasing to \$13.00 on January 1, 2022, \$14.00 on January 1, 2023, and \$15.00 on January 1, 2024. Beginning January 1, 2025, adjusts annually on January 1 based upon CPI. Small businesses (5 or fewer employees) follow a different schedule. For small businesses, \$10.30.
New Mexico	\$10.50	Applies to covered non-exempt employees. Increases to \$11.50 on January 1, 2022 and \$12.00 on January 1, 2023.
- <i>Albuquerque</i>	\$10.50	Applies to all employers who are required to have a business license or business registration from Albuquerque; those employers must pay the minimum wage to employees who work within the city for at least two hours per week. \$8.35 rate if the employer provides certain healthcare and/or childcare benefits to the employee.
- <i>Bernalillo County</i>	\$9.35	Applies to all employers who are required to have a business license or business registration from the county; those employers must pay the minimum wage to employees who work within the county for at least two hours per week. \$8.05 rate if the employer provides certain healthcare and/or childcare benefits to the employee.
- <i>Las Cruces</i>	\$10.50	

2021 U.S. Minimum Wage Chart

Jurisdiction	Minimum Wage ^{1,2}	Comments
- Santa Fe	\$12.10	Applies to all employers who are required to have a business license or business registration from the city of Santa Fe and nonprofit organizations; those employers must pay the minimum wage to employees for all hours worked within Santa Fe that month. Adjusts annually on March 1 based upon CPI.
- Santa Fe County	\$12.10	Applies to all employers who are required to have a business license or business registration from the county of Santa Fe. Adjusts annually on March 1 based upon CPI.
New York	<p>\$15.00 (employees in NYC)</p> <p>\$14.00 (Nassau, Suffolk, Westchester county)</p> <p>\$12.50 (outside of NYC, Nassau, Suffolk and Westchester counties)</p>	<p>For employers in Nassau, Suffolk and Westchester counties, increasing to \$15.00 on December 31, 2021.</p> <p>Beginning in 2021, additional yearly increases to be determined by October 1 of each year.</p> <p><i>NOTE: Rates are different for workers in the fast food industry and tipped workers.</i></p>
North Carolina	\$7.25	
North Dakota	\$7.25	
Northern Mariana Islands	\$7.25	
Ohio	\$8.80	Subject to automatic adjustment each January 1 based on Constitutional amendment. \$7.25 for employers grossing \$319,000 or less.
Oklahoma	\$7.25	Adopts the federal minimum wage rate. Employers with gross annual sales of less than \$100,000 and fewer than 10 employees, rate of \$2. Excludes from coverage any employment subject to FLSA.

2021 U.S. Minimum Wage Chart

Jurisdiction	Minimum Wage ^{1,2}	Comments
Oregon	\$12.00*	<p>*Standard minimum wage rate (see below for other rates), increasing \$12.75 on July 1, 2021, \$13.50 on July 1, 2022.</p> <p>Beginning on July 1, 2023, adjusts annually on July 1 based upon CPI.</p> <p>\$11.50 for employers in certain non-urban counties, increasing to \$12.00 on July 1, 2021, \$12.50 on July 1, 2022 and \$1 less than the standard minimum wage beginning July 1, 2023 and thereafter.</p> <p>For employees that do not work at a fixed site, the employer can either track and pay the applicable hours and rate of each region where the employee works, or choose to pay the highest rate applicable for all hours worked. For details on each region see here: <u>http://www.oregon.gov/boli/WHD/OMW/Pages/Minimum-Wage-Rate-Summary.aspx</u>.</p>
- Portland	\$13.25	Increases to \$14.00 on July 1, 2021, \$14.75 on July 1, 2022 and \$1.25 over the standard minimum wage beginning July 1, 2023 and thereafter.
Pennsylvania	\$7.25	
Puerto Rico	\$7.25	The federal minimum wage automatically applies to businesses and employees covered under the FLSA. The minimum wage for employees who are not covered under the FLSA is equal to at least 70 percent of the current minimum wage or the applicable mandatory decree rate, whichever is higher; currently \$5.08. The Secretary of Labor and Human Resources in Puerto Rico is authorized to reduce the percentage for any employer who can show that the 70% rate would substantially curtail employment in that business. Excludes from coverage any employment subject to FLSA.
Rhode Island	\$11.50	
South Carolina	No provision.	
South Dakota	\$9.45	Adjusts annually on January 1 based upon CPI.
Tennessee	No provision.	

2021 U.S. Minimum Wage Chart

Jurisdiction	Minimum Wage ^{1,2}	Comments
Texas	\$7.25	Excludes from coverage any employment subject to FLSA. Adopts the federal minimum wage rate.
Utah	\$7.25	Excludes from coverage any employment subject to FLSA. Adopts the federal minimum wage rate.
Vermont	\$11.75	Increases to \$12.55 on January 1, 2022. Beginning January 1, 2023, adjusts annually each January 1 based upon CPI. Adopts the federal minimum wage rate by reference if the federal rate is greater than the state rate.
Virgin Islands	\$10.50	
Virginia	\$7.25	Increases to \$9.50 on May 1, 2021, \$11.00 on January 1, 2022, \$12.00 on January 1, 2023, \$13.50 on January 1, 2025 and \$15.00 on January 1, 2026.
Washington	\$13.69	Beginning January 1, 2021, adjusts annually on January 1 based upon CPI.
- <i>Seattle</i>	\$16.69	Employers of 501+ employees, rate is regardless of provision of medical benefits. Employers of 1-499 employees can meet the \$16.69 rate requirement by paying no less than \$15.00 per hour in wages and contributing at least \$1.69 per hour toward an employee's health benefits and/or reported tips. Adjusts annually each January 1 for inflation.
- <i>SeaTac</i>	\$16.57	Applies only to employees in the hospitality and transportation industry, see SeaTac Municipal Code Section 7.45.
West Virginia	\$8.75	
Wisconsin	\$7.25	
Wyoming	\$7.25	