

# 2021 Minimum Wage by State

Federal Minimum Wage is \$7.25 per hour, since 7/25/2009

STATE	STATE / CITY MINIMUM WAGE	EFFECTIVE DATE
Alabama	\$7.25	07/24/2009
Alaska	\$10.34	01/01/2021
Arizona	\$12.15	01/01/2021
Arizona - Flagstaff	\$15.00	01/01/2021
Arkansas	\$11.00	01/01/2021
California - State	\$13.00* / \$14.00**	01/01/2021
California – Alameda City	\$15.00	07/01/2021
California - Belmont	\$15.90	01/01/2021
California - Berkeley	\$16.32	07/01/2021
California - Campbell	\$13.00* / \$14.00**	01/01/2021
California - Cupertino	\$15.65	01/01/2021
California - Daly City	\$15.00	01/01/2021
California - El Cerrito	\$15.61	01/01/2021
California - Emeryville	\$17.13	07/01/2021
California - Fremont	\$15.00* / \$15.25**	07/01/2021
California - Long Beach	\$13.00* / \$14.00**	01/01/2021
California - Los Altos	\$15.65	01/01/2021
California - Los Angeles	\$15.00	07/01/2021
California - Los Angeles County	\$15.00	07/01/2021
California - Malibu	\$15.00	07/01/2021
California - Milpitas	\$15.65	07/01/2021
California - Menlo Park	\$15.25	01/01/2021
California - Mountain View	\$16.30	01/01/2021
California - Novato	\$14.00 <sup>1</sup> / \$15.00 <sup>2</sup> / \$15.24 <sup>3</sup>	01/01/2021
California - Oakland	\$14.36	01/01/2021
California - Palo Alto	\$15.65	01/01/2021
California - Pasadena	\$15.00	07/01/2021
California - Petaluma	\$15.20	01/01/2021
California – Redwood City	\$15.62	01/01/2021
California - Richmond	\$15.21	01/01/2021
California – Sacramento	\$13.00* / \$14.00**	01/01/2021
California - San Diego	\$14.00	01/01/2021
California - San Francisco	\$16.32	07/01/2021
California - South San Francisco	\$15.24	01/01/2021
California - San Jose	\$15.45	01/01/2021
California - San Leandro	\$15.00	07/01/2021
California - San Mateo	\$15.62	01/01/2021
California - Santa Clara	\$15.65	01/01/2021
California - Santa Monica	\$15.00	07/01/2021

STATE	STATE / CITY MINIMUM WAGE	EFFECTIVE DATE
California – Santa Rosa	\$15.20	01/01/2021
California – Computer Software Professionals	\$47.48	01/01/2021
California – Sunnyvale	\$16.30	01/01/2021
California – Physicians and Surgeons	\$86.49	01/01/2021
Colorado	\$12.32	01/01/2021
Connecticut	\$12.00	09/01/2020
Delaware	\$9.25	10/01/2019
District of Columbia	\$15.20	07/01/2021
Florida	\$8.65	01/01/2021
Georgia	\$7.25	07/24/2009
Hawaii	\$10.10	01/01/2018
Idaho	\$7.25	07/24/2009
Illinois	\$11.00	01/01/2021
Illinois - Chicago	\$14.00 <sup>1</sup> /\$15.00 <sup>3</sup>	07/01/2021
Illinois - Cook County and Unincorporated	\$13.00	07/01/2021
Indiana	\$7.25	07/24/2009
Iowa	\$7.25	07/24/2009
Kansas	\$7.25	07/24/2009
Kentucky	\$7.25	07/24/2009
Louisiana	\$7.25	07/24/2009
Maine	\$12.15	01/01/2021
Maryland	\$11.75	01/01/2021
Maryland - Montgomery County	\$13.50 <sup>1</sup> /\$14.00 <sup>2</sup> / \$15.00 <sup>3</sup>	07/01/2021
Maryland - Prince George's County	\$11.75	01/01/2021
Massachusetts	\$13.50	01/01/2021
Michigan	\$9.87	01/01/2021
Minnesota	\$8.21 <sup>1</sup> / \$10.08 <sup>3</sup>	01/01/2021
Minnesota - Minneapolis	\$12.50 <sup>1</sup> / \$14.25 <sup>3</sup>	07/01/2021
Mississippi	\$7.25	07/24/2009
Missouri	\$10.30	01/01/2021
Montana	\$8.75	01/01/2021
Nebraska	\$9.00	01/01/2016
Nevada	\$8.75 <sup>4</sup> / \$9.75 <sup>5</sup>	07/01/2021
New Hampshire	\$7.25	07/24/2009
New Jersey	\$11.10 <sup>1</sup> / \$12.00 <sup>3</sup>	01/01/2021
New Mexico - State	\$10.50	01/01/2021
New Mexico - Albuquerque	\$9.50 <sup>4</sup> / \$10.50 <sup>5</sup>	01/01/2021
New Mexico - Bernalillo County	\$9.35	01/01/2021
New Mexico - Las Cruces	\$10.50	01/01/2021
New Mexico - Santa Fe City	\$12.32	03/01/2021

STATE	STATE / CITY MINIMUM WAGE	EFFECTIVE DATE
New Mexico - Santa Fe County	\$12.32	03/01/2021
New York - State	\$12.50	12/31/2020
New York - New York City	\$15.00	12/31/2020
New York - Long Island and Westchester	\$14.00	12/31/2020
North Carolina	\$7.25	07/24/2009
North Dakota	\$7.25	07/24/2009
Ohio	\$8.80	01/01/2021
Oklahoma	\$7.25	07/24/2009
Oregon - State	\$12.75	07/01/2021
Oregon - Portland Metro	\$14.00	07/01/2021
Oregon - Nonurban Counties	\$12.00	07/01/2021
Pennsylvania	\$7.25	07/24/2009
Rhode Island	\$11.50	10/01/2020
South Carolina	\$7.25	07/24/2009
South Dakota	\$9.45	01/01/2021
Tennessee	\$7.25	07/24/2009
Texas	\$7.25	07/24/2009
Utah	\$7.25	07/24/2009
Vermont	\$11.75	01/01/2021
Virginia	\$7.25	07/24/2009
Washington - State	\$13.69	01/01/2021
Washington - Seattle	\$15.00 <sup>4</sup> /\$16.69 <sup>5</sup>	01/01/2021
Washington - Tacoma	\$13.69	01/01/2021
Washington - SeaTac	\$16.57 <sup>6</sup>	01/01/2021
West Virginia	\$8.75	01/01/2016
Wisconsin	\$7.25	07/24/2009
Wyoming	\$7.25	07/24/2009

\*25 employees or less \*\*26 employees or more <sup>1</sup>Small Employers <sup>2</sup>Mid-sized Employers <sup>3</sup>Large Employers

<sup>4</sup>With Employer Healthcare or Childcare offered/provided <sup>5</sup>Without Employer Healthcare or Childcare offered/provided

<sup>6</sup>Hospitality and Transportation Industry Employees

When the City minimum wage is less than the State minimum wage, the State wages applies.

This Matrix is for general information purposes only and does not provide an in-depth overview of the minimum pay rate laws. It should not be solely relied upon or substituted for legal or professional advice. Employment categories and circumstances, along with detailed provisions of these laws must be taken into consideration. Use of the information provided is at your own risk.

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