Minimum Wage Changes in 2021



State	2020 Minimum Wage	2021 Minimum Wage	Tipped Wages	Notes	Change Amount
Federal Minimum Wage	\$7.25		\$2.13		
Federal Contractors	\$10.00	\$10.95	\$7.65		\$0.95
Alabama**	\$7.25	\$7.25	71100	No Change	\$0.00
Alaska	\$10.19	\$10.34		Effective January 1, 2021	\$0.15
Arizona	\$12.00	\$12.15	\$9.00	Effective January 1, 2021	\$0.15
Flagstaff	\$13.00	\$15.00	70.00	Effective January 1, 2021	\$2.00
Arkansas	\$10.00	\$11.00		Effective January 1, 2021	\$1.00
Al Rullous	710.00	ÿ11.00		Effective surfactly 1, 2021	Ş1.00
		\$13 for employers with			
		less than 25 employees.			
		\$14 for employers with			
California	\$13.00	more than 26 employees		Effective January 1, 2021	
Belmont	\$15.00	\$15.90		Effective January 1, 2021	\$0.90
	\$12.00 for employers with				
	less than 25 employees.				
	\$13.00 for employers with				
Burlingame	more than 26 employees	\$15.00		Effective January 1, 2021	
Cupertino	\$15.35	\$15.65		Effective January 1, 2021	\$0.30
Daly City	\$13.75	\$15.00		Effective January 1, 2021	\$1.25
	\$13.75	\$15.00			
El Cerrito	\$15.37	\$15.61		Effective January 1, 2021	\$0.24
	¢42.50 f				
_	\$13.50 for employers with				
Freemont	25 or fewer employees	\$15.00		Effective July 1, 2021	
		\$14 for employers with			
		25 or fewer employees.			
		\$15.00 for employers			
		with more than 26			
Hayward		employee		Effective January 1, 2021	
Los Altos	\$15.40	\$15.65		Effective January 1, 2021	\$0.25
		,		, ,	, , ,
	\$14.25 for employers with				
	25 or fewer employees.				
	' '	CAE for a confirmation with			
	\$15.00 for employers with	\$15 for employers with		555 11 1 2004	
Los Angeles City & Count	ty more than 26 employee	25 or less employees		Effective July 1, 2021	
		\$15.00 for employers			
	\$14.25 for employers with	with 25 or less			
Malibu	25 or less employees	employees		Effective July 1, 2021	
Menlo Park	\$15.00	\$15.25		Effective January 1, 2021	\$0.25
Milpitas	\$15.00	\$15.40		Effective July 1, 2021	\$0.40
Mountain View	\$16.05	\$16.30		Effective January 1, 2021	\$0.25
		\$14.00 for employers			
	\$13.00 for employers with	with 25 or less			
	25 or less employees.	employees. \$15.00 for			
	\$14.00 for employers with	employers with more			
Novato	more than 26 employee	than 26 employee		Effective January 1, 2021	
Oakland	\$14.14	\$14.36		Effective January 1, 2021	\$0.22
	1	1			
Palo Alto	\$15.40	\$15.65		Effective January 1, 2021	\$0.25
	\$14.25 for employers with				
	' '				
	25 or less employees.	\$15.00 for employers			
	\$15.00 for employers with	with 25 or less			
Pasadena	more than 26 employee	employees		Effective July 1, 2021	
	\$14.00 for employers with				
	25 or less employees.				
	\$15.00 for employers with				
Petaluma	more than 26 employee	\$15.20		Effective January 1, 2021	
Redwood City	\$15.38	\$15.62		Effective January 1, 2021	\$0.24
Richmond	\$15.00	\$15.02		Effective January 1, 2021	\$0.21
San Carlos	\$15.00	\$15.24		Effective January 1, 2021	\$0.24
	\$13.00	\$15.24		Effective January 1, 2021 Effective January 1, 2021	\$1.00
San Diego					
San Jose	\$15.25	\$15.45		Effective January 1, 2021	\$0.20
San Mateo	\$15.38			Effective January 1, 2021	\$0.24
Santa Clara	\$15.40	\$15.65		Effective January 1, 2021	\$0.25
		i T			
	\$14.25 for employer with				
	25 or less employees.				
	\$15.00 for employers with				
Santa Monica	26 or more employees	\$15.00		Effective July 1, 2021	
		\$25.00		,, -,	I

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S. 38 for tipped hotel and restaurant employees; \$8.2 stort bartenders. Effective (8/01/21 - Increasing to \$6.67 for tipped hotel and restaurant employees; \$8.2 stort bartenders. Effective (8/01/22 - Increasing to \$6.67 for tipped hotel and restaurant employees; \$8.2 stort bartenders. Effective (8/01/22 - Increasing to \$6.67 for tipped hotel and restaurant employees; \$8.2 stort bartenders. Sto			Τ	1	1	1
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\$14.00 for employers with \$20 rots comployees \$15.00 for or employers \$15.00 for e			4			
Size	Santa Rosa	26 or more employees			Effective January 1, 2021	
25 or less employees 513.00 for employees						
Sala Sala For employees Place Pl						
Some						
Security						
Solitorardo	Sonoma	26 or more employees	employees		Effective January 1, 2021	
Section Sect	South San Francisco	\$15.00	\$15.24		Effective January 1, 2021	\$0.24
Society Soci	Sunnyvale	\$16.05	\$16.30)	Effective January 1, 2021	\$0.25
### Add Processing Section ### Add Processi	Colorado	\$12.00	\$12.32	\$9.30	Effective January 1, 2021	\$0.32
Employees S. 23 for built-tenders. Effective (8/01/21 1 1 1 1 1 1 1 1 1				\$6.38 for tipped hotel		
Darkenders File-tile de (80/12) Increasing to 58.62 for tipped hotel and restaurant employees; File-tile de (80/12) Increasing to 58.62 for tipped hotel and restaurant employees; File-tile (80/1/2021) S1.00 S1.50				and restaurant		
Effective (8/11/201 Increasing to S 6.2 for typed horset and restaurant employees) Effective 8/11/2021 S1.00				employees; \$8.23 for		
Increasing to 56.82 for tipped hotel and restaurant employees, processing to 56.82 for tipped hotel and restaurant employees, processing to 56.82 for tipped hotel and restaurant employees, processing to 56.82 for time and the second processing to 57.82 for time and the second processing to 56.82 for the second proces				bartenders.		
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Connecticut S12.00 S13.00 S13.0						
Connection				-		
Size						
Delaware	Connecticut	\$12.00	¢12		Effective 8/1/2021	\$1.00
Sp.25 Sp.22 Sp.2						
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S14 per hour (\$10.08 minimum base wage for tipped employees) or semployees or semplo						
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Sa.56 Sa.65 Sa.6					i	
Secongla** S.3.56 S.8.65 S.5.33 employees) on September 30, 2026 S.0.05					1	
Seorgia** S.7.25						
Hawaii						
	Georgia**	· · · · · · · · · · · · · · · · · · ·				
Since Sinc	Hawaii	\$10.10	\$10.10)	No Change	\$0.00
S14,00 for business with 21 or more employees and and 514,00 for businesses with 21 or more employees and and 514,00 for businesses with 20 or less employees (and 513,50 for businesses) with 20 or less employees (annual gross revenue S50,000 for businesses with 20 or less employees.	Idaho	\$7.25	\$7.25	\$3.35	No Change	\$0.00
S14.00 for businesses with 21 or more employees and \$13.50 for businesses with 21 or more employees and \$13.50 for businesses with 21.50 for businesses with 21.50 for businesses with 22.75 \$7.25 \$8.25 \$1.00 for businesses with 25.75 \$7.25 \$1.00 for businesses with 25.75 \$7.25 \$1.00 for businesses with 25.75 \$1.00 for businesse	Illinois	\$10.00	\$11.00	\$6.60	Effective January 1, 2021	\$1.00
21 or more employees and 513.50 for businesses with 20 or less			\$15.00 for business with			
S13.50 for businesses with with 20 or less employees Effective July 1, 2021		\$14.00 for business with	21 or more employees			
Chicago		21 or more employees and	and \$14.00 for businesses	5		
Indiana		\$13.50 for businesses with	with 20 or less			
Social Company Soci	Chicago	4-20 employees	employees		Effective July 1, 2021	
Section Sect	Indiana	\$7.25	\$7.25		No Change	\$0.00
Maryland S1.00 S1.75 S1.50 No Change S0.00	Iowa	\$7.25	\$7.25	\$4.35	No Change	\$0.00
Section State St	Kansas	\$7.25	\$7.25		No Change	\$0.00
No Change \$0.00 \$0.00 \$12.15 \$0.00 \$12.15 \$0.00 \$11.75 \$0.00 \$11.75 \$0.00 \$11.75 \$0.00 \$11.75 \$0.00 \$11.75 \$0.00 \$11.75 \$0.00	Kentucky	\$7.25	\$7.25			\$0.00
Maryland	Louisiana					
S11.75 for businesses with 15 or more employees; \$11.60 for businesses with 15 or more employees; \$11.60 for businesses with 10 or less employees. \$0.75 \$13.00 for businesses with 10 or less employees. \$13.50 for businesses with 11-50 employees. \$14.00 for businesses with 11-50 employees. \$13.50 for businesses with 11-50 employees. \$13.50 for businesses with 11-50 employees. \$13.50 for businesses with 11-50 employees. \$15.00 for businesses with 15 or more employees. \$15.00 for businesses with 10 or more employees. \$15.00 for businesses with 10 or more employees. \$15.00 for businesses with 10.00 or more. \$15.00 for businesses with 10.00 for more. \$11.75 for businesses with 10.00 for more. \$11.75 for businesses with 10.00 for less employees. \$11.75 for businesses with 100 or less empl	Maine			\$6.07		
Since the state of the state		,	7-2-120	72107		,
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Maryland \$11.00 \$11.75 \$3.63 14 or fewer employees. \$0.75						
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\$500,000 or more); \$8.21 small employers (annual gross revenue less than \$500,000) \$0.08 \$11.00 for businesses with 100 or less employees. \$11.05 for businesses with 100 or less employees. \$12.25 for businesses with businesses with more \$12.25 for businesses with more \$13.75 for businesses with more \$14.25 for businesses with more \$15.50 for businesses with 100 or less employees. \$14.25 for businesses with more \$15.50 for businesses with 100 or less employees. \$14.25 for businesses with more businesses with more than 101 employees (Effective July 1,						
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\$12.25 for businesses with businesses with more businesses with more than 101 employees (Effective July 1,		· ·				
Minneapolis more than 101 employees than 101 employees 2021		· ·				
	Minneapolis	more than 101 employees	than 101 employees	<u> </u>	2021	<u> </u>

Name de	for those who do not offer	¢0.75 ¢0.75		Effective listed 2024	60.75
Nevada New Hampshire	health insurance \$7.25	\$8.75 -\$ 9.75 \$7.25	45% of minimum wage	Effective July 1, 2021 No Change	\$0.75 \$0.00
New Jersey	\$11.00	\$12.00	1570 Or Tilliani Wage	Effective January 1, 2021	\$1.00
New Mexico	\$9.00	\$10.50	\$2.55	Effective January 1, 2021	\$1.50
New York	\$11.80	\$12.50		Effective December 31, 2020	\$0.70
				\$15.00 Fast food workers in the NYC. \$14.50 outside of NYC	
New York City	\$15.00	\$15.00		(Effective July 1, 2021)	
Nassau, Suffolk,	613.00	614.00			ė1 00
Westchester Counties North Carolina	\$13.00 \$7.25	\$14.00 \$7.25		No Change	\$1.00 \$0.00
North Dakota	\$7.25	\$7.25		No Change	\$0.00
TOTAL PURCH	Ų,,,E3	ψ71 <u>2</u> 5		\$8.80 for employers with	φο.σσ
				gross receipts of \$323,000	
				or more;	
				\$7.25 for employers with	
				gross receipts under	
Ohio	\$8.70	\$8.80		\$323,000	\$0.10
Oklahoma	\$7.25	\$7.25	\$3.63	No Change	\$0.00
	\$13.25 for businesses in	\$14.00 for businesses in			
	Portland metro area;	Portland metro area;			
	\$12.00 for businesses in	\$12.75 for businesses in			
I	Urban counties;	Urban counties;			
0	\$11.50 for businesses in	\$12.00 for businesses in		Effective 7/1/2021	Ć0.25
Oregon Pennsylvania	Rural counties \$7.25	Rural counties \$7.25	\$2.83	Effective 7/1/2021 No Change	\$0.25 \$0.00
Rhode Island	\$10.50	\$11.50		Effective January 1, 2021	\$1.00
South Carolina**	\$7.25	\$7.25	75.00	No Change	\$0.00
South Dakota	\$9.30	\$9.45	\$4.72	Effective January 1, 2021	\$0.15
Tennessee**	\$7.25	\$7.25		No Change	\$0.00
Texas	\$7.25	\$7.25		No Change	\$0.00
	\$7.25	\$7.25 \$11.75	¢5.00	No Change Effective January 1, 2021	\$0.00
Utah	640.00	\$11.75	\$5.88		\$0.79
Vermont	\$10.96			i	
Vermont Virginia	\$7.25	\$9.50		Effective May 1, 2021	\$2.25
Vermont		\$9.50 \$13.69		i	
Vermont Virginia	\$7.25	\$9.50 \$13.69 \$15.00 for businesses		Effective May 1, 2021	\$2.25
Vermont Virginia	\$7.25	\$9.50 \$13.69		Effective May 1, 2021	\$2.25
Vermont Virginia	\$7.25 \$13.50	\$9.50 \$13.69 \$15.00 for businesses with less than 500		Effective May 1, 2021	\$2.25
Vermont Virginia	\$7.25 \$13.50 \$13.50 for businesses with	\$9.50 \$13.69 \$15.00 for businesses with less than 500 employees who		Effective May 1, 2021	\$2.25
Vermont Virginia	\$7.25 \$13.50 \$13.50 for businesses with less than 500 employees	\$9.50 \$13.69 \$15.00 for businesses with less than 500 employees who contributes at least \$1.69		Effective May 1, 2021	\$2.25
Vermont Virginia	\$13.50 for businesses with less than 500 employees who contributes at least \$2.25 per hour towards the employee's medical	\$9.50 \$13.69 \$15.00 for businesses with less than 500 employees who contributes at least \$1.69 per hour towards the employee's medical benefits or reported tips.		Effective May 1, 2021	\$2.25
Vermont Virginia	\$13.50 for businesses with less than 500 employees who contributes at least \$2.25 per hour towards the employee's medical benefits or reported tips.	\$9.50 \$13.69 \$15.00 for businesses with less than 500 employees who contributes at least \$1.69 per hour towards the employee's medical benefits or reported tips. \$16.69 for employers		Effective May 1, 2021	\$2.25
Vermont Virginia	\$7.25 \$13.50 for businesses with less than 500 employees who contributes at least \$2.25 per hour towards the employee's medical benefits or reported tips. \$15.75 for employers with	\$9.50 \$13.69 \$15.00 for businesses with less than 500 employees who contributes at least \$1.69 per hour towards the employee's medical benefits or reported tips. \$16.69 for employers with 500 for less		Effective May 1, 2021	\$2.25
Vermont Virginia	\$7.25 \$13.50 for businesses with less than 500 employees who contributes at least \$2.25 per hour towards the employee's medical benefits or reported tips. \$15.75 for employers with 500 for less employees	\$9.50 \$13.69 \$15.00 for businesses with less than 500 employees who contributes at least \$1.69 per hour towards the employee's medical benefits or reported tips. \$16.69 for employers with 500 for less employees who do not		Effective May 1, 2021	\$2.25
Vermont Virginia	\$7.25 \$13.50 for businesses with less than 500 employees who contributes at least \$2.25 per hour towards the employee's medical benefits or reported tips. \$15.75 for employers with 500 for less employees who do not contribute at	\$9.50 \$13.69 \$15.00 for businesses with less than 500 employees who contributes at least \$1.69 per hour towards the employee's medical benefits or reported tips. \$16.69 for employers with 500 for less employees who do not contribute at least \$1.69		Effective May 1, 2021	\$2.25
Vermont Virginia	\$7.25 \$13.50 for businesses with less than 500 employees who contributes at least \$2.25 per hour towards the employee's medical benefits or reported tips. \$15.75 for employers with 500 for less employees who do not contribute at least \$2.25 per hour	\$9.50 \$13.69 \$15.00 for businesses with less than 500 employees who contributes at least \$1.69 per hour towards the employee's medical benefits or reported tips. \$16.69 for employers with 500 for less employees who do not contribute at least \$1.69 per hour twards an		Effective May 1, 2021	\$2.25
Vermont Virginia	\$7.25 \$13.50 for businesses with less than 500 employees who contributes at least \$2.25 per hour towards the employee's medical benefits or reported tips. \$15.75 for employers with 500 for less employees who do not contribute at least \$2.25 per hour twards an employee's	\$9.50 \$13.69 \$15.00 for businesses with less than 500 employees who contributes at least \$1.69 per hour towards the employee's medical benefits or reported tips. \$16.69 for employers with 500 for less employees who do not contribute at least \$1.69 per hour twards an employee's medical		Effective May 1, 2021	\$2.25
Vermont Virginia	\$7.25 \$13.50 for businesses with less than 500 employees who contributes at least \$2.25 per hour towards the employee's medical benefits or reported tips. \$15.75 for employers with 500 for less employees who do not contribute at least \$2.25 per hour	\$9.50 \$13.69 \$15.00 for businesses with less than 500 employees who contributes at least \$1.69 per hour towards the employee's medical benefits or reported tips. \$16.69 for employers with 500 for less employees who do not contribute at least \$1.69 per hour twards an		Effective May 1, 2021	\$2.25
Vermont Virginia	\$7.25 \$13.50 for businesses with less than 500 employees who contributes at least \$2.25 per hour towards the employee's medical benefits or reported tips. \$15.75 for employers with 500 for less employees who do not contribute at least \$2.25 per hour twards an employee's medical benefits or	\$9.50 \$13.69 \$15.00 for businesses with less than 500 employees who contributes at least \$1.69 per hour towards the employee's medical benefits or reported tips. \$16.69 for employers with 500 for less employees who do not contribute at least \$1.69 per hour twards an employee's medical benefits or reported tips.		Effective May 1, 2021	\$2.25
Vermont Virginia	\$13.50 for businesses with less than 500 employees who contributes at least \$2.25 per hour towards the employee's medical benefits or reported tips. \$15.75 for employers with 500 for less employees who do not contribute at least \$2.25 per hour twards an employee's medical benefits or reported tips. \$16.39 for	\$9.50 \$13.69 \$15.00 for businesses with less than 500 employees who contributes at least \$1.69 per hour towards the employee's medical benefits or reported tips. \$16.69 for employers with 500 for less employees who do not contribute at least \$1.69 per hour twards an employee's medical benefits or reported tips. \$16.69 for employers		Effective May 1, 2021	\$2.25
Vermont Virginia Washington	\$13.50 for businesses with less than 500 employees who contributes at least \$2.25 per hour towards the employee's medical benefits or reported tips. \$15.75 for employers with 500 for less employees who do not contribute at least \$2.25 per hour twards an employee's medical benefits or reported tips. \$16.39 for employers with 501 more	\$9.50 \$13.69 \$15.00 for businesses with less than 500 employees who contributes at least \$1.69 per hour towards the employee's medical benefits or reported tips. \$16.69 for employers with 500 for less employees who do not contribute at least \$1.69 per hour twards an employee's medical benefits or reported tips. \$16.69 for employers with 501 more more		Effective May 1, 2021 Effective January 1, 2021	\$2.25
Vermont Virginia Washington Seattle SeaTac West Virginia	\$7.25 \$13.50 for businesses with less than 500 employees who contributes at least \$2.25 per hour towards the employee's medical benefits or reported tips. \$15.75 for employers with 500 for less employees who do not contribute at least \$2.25 per hour twards an employee's medical benefits or reported tips. \$16.39 for employers with 501 more more employees	\$9.50 \$13.69 \$15.00 for businesses with less than 500 employees who contributes at least \$1.69 per hour towards the employee's medical benefits or reported tips. \$16.69 for employers with 500 for less employees who do not contribute at least \$1.69 per hour twards an employee's medical benefits or reported tips. \$16.69 for employers with 501 more more employees \$16.57 \$8.75		Effective January 1, 2021 Effective January 1, 2021 Effective January 1, 2021 Effective January 1, 2021 No Change	\$2.25 \$0.19
Vermont Virginia Washington Seattle SeaTac	\$7.25 \$13.50 for businesses with less than 500 employees who contributes at least \$2.25 per hour towards the employee's medical benefits or reported tips. \$15.75 for employers with 500 for less employees who do not contribute at least \$2.25 per hour twards an employee's medical benefits or reported tips. \$16.39 for employers with 501 more more employees	\$9.50 \$13.69 \$15.00 for businesses with less than 500 employees who contributes at least \$1.69 per hour towards the employee's medical benefits or reported tips. \$16.69 for employers with 500 for less employees who do not contribute at least \$1.69 per hour twards an employee's medical benefits or reported tips. \$16.69 for employers with 501 more more employees \$16.57 \$8.75	\$2.13	Effective May 1, 2021 Effective January 1, 2021 Effective January 1, 2021 Effective January 1, 2021	\$2.25

States who do not have a minimum wage or those who have a lower minimum wage than the federal minimum wage. This rate will be stated at \$7.25 per hour. All states must observe the federal minimum wage for all employees who are covered by the Fair Labor Standards Act.