

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		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
<i>Flagstaff</i>	\$13.00	\$15.00		Effective January 1, 2021	\$2.00
Arkansas	\$10.00	\$11.00		Effective January 1, 2021	\$1.00
California	\$13.00	\$13 for employers with less than 25 employees. \$14 for employers with more than 26 employees		Effective January 1, 2021	
<i>Belmont</i>	\$15.00	\$15.90		Effective January 1, 2021	\$0.90
<i>Burlingame</i>	\$12.00 for employers with less than 25 employees. \$13.00 for employers with more than 26 employees	\$15.00		Effective January 1, 2021	
<i>Cupertino</i>	\$15.35	\$15.65		Effective January 1, 2021	\$0.30
<i>Daly City</i>	\$13.75	\$15.00		Effective January 1, 2021	\$1.25
<i>El Cerrito</i>	\$15.37	\$15.61		Effective January 1, 2021	\$0.24
<i>Freemont</i>	\$13.50 for employers with 25 or fewer employees	\$15.00		Effective July 1, 2021	
<i>Hayward</i>		\$14 for employers with 25 or fewer employees. \$15.00 for employers with more than 26 employee		Effective January 1, 2021	
<i>Los Altos</i>	\$15.40	\$15.65		Effective January 1, 2021	\$0.25
<i>Los Angeles City & County</i>	\$14.25 for employers with 25 or fewer employees. \$15.00 for employers with more than 26 employee	\$15 for employers with 25 or less employees		Effective July 1, 2021	
<i>Malibu</i>	\$14.25 for employers with 25 or less employees	\$15.00 for employers with 25 or less employees		Effective July 1, 2021	
<i>Menlo Park</i>	\$15.00	\$15.25		Effective January 1, 2021	\$0.25
<i>Milpitas</i>	\$15.00	\$15.40		Effective July 1, 2021	\$0.40
<i>Mountain View</i>	\$16.05	\$16.30		Effective January 1, 2021	\$0.25
<i>Novato</i>	\$13.00 for employers with 25 or less employees. \$14.00 for employers with more than 26 employee	\$14.00 for employers with 25 or less employees. \$15.00 for employers with more than 26 employee		Effective January 1, 2021	
<i>Oakland</i>	\$14.14	\$14.36		Effective January 1, 2021	\$0.22
<i>Palo Alto</i>	\$15.40	\$15.65		Effective January 1, 2021	\$0.25
<i>Pasadena</i>	\$14.25 for employers with 25 or less employees. \$15.00 for employers with more than 26 employee	\$15.00 for employers with 25 or less employees		Effective July 1, 2021	
<i>Petaluma</i>	\$14.00 for employers with 25 or less employees. \$15.00 for employers with more than 26 employee	\$15.20		Effective January 1, 2021	
<i>Redwood City</i>	\$15.38	\$15.62		Effective January 1, 2021	\$0.24
<i>Richmond</i>	\$15.00	\$15.21		Effective January 1, 2021	\$0.21
<i>San Carlos</i>	\$15.00	\$15.24		Effective January 1, 2021	\$0.24
<i>San Diego</i>	\$13.00	\$14.00		Effective January 1, 2021	\$1.00
<i>San Jose</i>	\$15.25	\$15.45		Effective January 1, 2021	\$0.20
<i>San Mateo</i>	\$15.38	\$15.62		Effective January 1, 2021	\$0.24
<i>Santa Clara</i>	\$15.40	\$15.65		Effective January 1, 2021	\$0.25
<i>Santa Monica</i>	\$14.25 for employer with 25 or less employees. \$15.00 for employers with 26 or more employees	\$15.00		Effective July 1, 2021	

<i>Santa Rosa</i>	\$14.00 for employer with 25 or less employees. \$15.00 for employers with 26 or more employees	\$15.20		Effective January 1, 2021	
<i>Sonoma</i>	\$12.50 for employer with 25 or less employees. \$15.00 for employers with 26 or more employees	\$15.24		Effective January 1, 2021	
<i>South San Francisco</i>	\$15.00	\$15.24		Effective January 1, 2021	\$0.24
<i>Sunnyvale</i>	\$16.05	\$16.30		Effective January 1, 2021	\$0.25
Colorado	\$12.00	\$12.32	\$9.30	Effective January 1, 2021	\$0.32
Connecticut	\$12.00	\$13	\$8.23 for bartenders	Effective 8/1/2021	\$1.00
D.C.	\$15.00	\$15.00	\$5.00	No Change	\$0.00
Delaware	\$9.25	\$10.25	\$2.23	Effective October 1, 2021	\$1.00
Florida	\$8.56	\$8.65	\$5.63	\$10 per hour (\$6.98 minimum base wage for tipped employees) on September 30, 2021 \$11 per hour (\$7.98 minimum base wage for tipped employees) on September 30, 2022 \$12 per hour (\$8.98 minimum base wage for tipped employees) on September 30, 2023 \$13 per hour (\$9.98 minimum base wage for tipped employees) on September 30, 2024 \$14 per hour (\$10.98 minimum base wage for tipped employees) on September 30, 2025 \$15 per hour (\$11.98 minimum base wage for tipped employees) on September 30, 2026	\$0.09
Georgia**	\$7.25	\$7.25		No Change	\$0.00
Hawaii	\$10.10	\$10.10		No Change	\$0.00
Idaho	\$7.25	\$7.25	\$3.35	No Change	\$0.00
Illinois	\$10.00	\$11.00	\$6.60	Effective January 1, 2021	\$1.00
<i>Chicago</i>	\$14.00 for business with 21 or more employees and \$13.50 for businesses with 4-20 employees	\$15.00 for business with 21 or more employees and \$14.00 for businesses with 20 or less employees		Effective July 1, 2021	
Indiana	\$7.25	\$7.25		No Change	\$0.00
Iowa	\$7.25	\$7.25	\$4.35	No Change	\$0.00
Kansas	\$7.25	\$7.25		No Change	\$0.00
Kentucky	\$7.25	\$7.25		No Change	\$0.00
Louisiana	\$7.25	\$7.25		No Change	\$0.00
Maine	\$12.00	\$12.15	\$6.07	Effective January 1, 2021	\$0.15
Maryland	\$11.00	\$11.75	\$3.63	\$11.75 for businesses with 15 or more employees; \$11.60 for businesses with 14 or fewer employees.	\$0.75
<i>Montgomery County</i>		\$13.00 for business with 10 or less employees. \$13.25 for businesses with 11-50 employees. \$14.00 for businesses with 51 or more employees		\$13.50 for business with 10 or less employees. \$14.00 for businesses with 11-50 employees. \$15.00 for businesses with 51 or more employees (effective 7/01/21)	
Massachusetts	\$12.75	\$13.50	\$5.55	Effective January 1, 2021	\$0.75
Michigan	\$9.65	\$9.87	\$3.75	Effective January 1, 2021	\$0.22
Minnesota	\$10.00	\$10.08		\$10.08 large employers (annual gross revenue \$500,000 or more); \$8.21 small employers (annual gross revenue less than \$500,000)	\$0.08
<i>Minneapolis</i>	\$11.00 for businesses with 100 or less employees. \$12.25 for businesses with more than 101 employees	\$11.75 for businesses with 100 or less employees. \$13.75 for businesses with more than 101 employees		\$12.50 for businesses with 100 or less employees. \$14.25 for businesses with more than 101 employees (Effective July 1, 2021)	

		\$10.00 for businesses with 5 or less employees. \$11.00 for businesses with 6-100 employees. \$12.50 for businesses with 101-10k+ employees (Effective July 1, 2021)			
<i>Saint Paul</i>					
Mississippi**	\$7.25	\$7.25		No Change	\$0.00
Missouri	\$9.35	\$10.30	\$5.15	Effective January 1, 2021	\$0.95
Montana	\$8.65	\$8.75		Effective January 1, 2021	\$0.10
Nebraska	\$9.00	\$9.00		No Change	\$0.00
Nevada	\$8.00 for employers who offer health insurance, \$9 for those who do not offer health insurance	\$8.75 - \$9.75		Effective July 1, 2021	\$0.75
New Hampshire	\$7.25	\$7.25	45% of minimum wage	No Change	\$0.00
New Jersey	\$11.00	\$12.00		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
<i>New York City</i>	\$15.00	\$15.00		\$15.00 Fast food workers in the NYC. \$14.50 outside of NYC (Effective July 1, 2021)	
<i>Nassau, Suffolk, Westchester Counties</i>	\$13.00	\$14.00			\$1.00
North Carolina	\$7.25	\$7.25			No Change
North Dakota	\$7.25	\$7.25		No Change	\$0.00
Ohio	\$8.70	\$8.80	\$4.40	\$8.80 for employers with gross receipts of \$323,000 or more; \$7.25 for employers with gross receipts under \$323,000	\$0.10
Oklahoma	\$7.25	\$7.25	\$3.63	No Change	\$0.00
Oregon	\$13.25 for businesses in Portland metro area; \$12.00 for businesses in Urban counties; \$11.50 for businesses in Rural counties	\$14.00 for businesses in Portland metro area; \$12.75 for businesses in Urban counties; \$12.00 for businesses in Rural counties		Effective 7/1/2021	\$0.25
Pennsylvania	\$7.25	\$7.25	\$2.83	No Change	\$0.00
Rhode Island	\$10.50	\$11.50	\$3.89	Effective January 1, 2021	\$1.00
South Carolina**	\$7.25	\$7.25		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
Utah	\$7.25	\$7.25		No Change	\$0.00
Vermont	\$10.96	\$11.75	\$5.88	Effective January 1, 2021	\$0.79
Virginia	\$7.25	\$9.50	\$2.13	Effective May 1, 2021	\$2.25
Washington	\$13.50	\$13.69		Effective January 1, 2021	\$0.19
<i>Seattle</i>	\$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 towards an employee's medical benefits or reported tips. \$16.39 for employers with 501 more more employees	\$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 towards an employee's medical benefits or reported tips. \$16.69 for employers with 501 more more employees		Effective January 1, 2021	
<i>SeaTac</i>		\$16.57		Effective January 1, 2021	
West Virginia	\$8.75	\$8.75		No Change	\$0.00
Wisconsin	\$7.25	\$7.25		No Change	\$0.00
Wyoming**	\$7.25	\$7.25	\$2.13	No Change	\$0.00

** 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.