



# MINIMUM WAGE UPDATES

State/City/Locality	New Minimum Wage (per hour)	Effective Date
<b>ALASKA</b>	\$10.34	January 1, 2021
<b>ARIZONA</b>	\$12.15	January 1, 2021
Flagstaff	\$15.15	January 1, 2021
<b>ARKANSAS</b>	\$11.00	January 1, 2021
<b>CALIFORNIA</b>	\$14.00	January 1, 2021
Alameda	\$15.00	July 1, 2021
Belmont	\$15.90	January 1, 2021
Berkeley	\$16.32	July 1, 2021
Cupertino	\$15.65	January 1, 2021
El Cerrito	\$15.61	January 1, 2021
Emeryville	\$17.13 (CPI)	July 1, 2021
Fremont	\$15.25– Large employers (26 or more employees) \$15.00– Small employers (25 or fewer employees)	July 1, 2021
Hayward	\$15.00– Large employers (26 or more employees) \$14.00– Small employers (25 or fewer employees)	January 1, 2021
Los Altos	\$15.65	January 1, 2021
Los Angeles (City)	\$15.00	July 1, 2021
Los Angeles County (Unincorporated)	\$15.00	July 1, 2021
Malibu	\$15.00	July 1, 2021
Milpitas	\$15.65	July 1, 2021
Mountain View	\$16.30	January 1, 2021



<b>CALIFORNIA (cont'd)</b>		
Novato	\$15.24 (100 or more employees) \$15.00 – (26-99 employees) \$14.00 – (fewer than 26 employees)	January 1, 2021
Oakland	\$14.36	January 1, 2021
Palo Alto	\$15.65	January 1, 2021
Pasadena	\$15.00	July 1, 2021
Petaluma	\$15.20	January 1, 2021
Redwood City	\$15.62	January 1, 2021
Richmond	\$15.21	January 1, 2021
San Diego	\$14.00	January 1, 2021
San Francisco	\$16.32	July 1, 2021
San Jose	\$15.45	January 1, 2021
San Mateo	\$15.62	January 1, 2021
Santa Clara	\$15.65	January 1, 2021
Santa Monica	\$15.00	July 1, 2021
Santa Rosa	\$15.20	January 1, 2021
Sonoma	\$15.00– Large employers (26 or more employees) \$14.00 – Small employers (25 or fewer employees)	January 1, 2021
Sunnyvale	\$16.30	January 1, 2021
<b>COLORADO</b>	\$12.32	January 1, 2021
<b>CONNECTICUT</b>	\$13.00	August 1, 2021
<b>DISTRICT OF COLUMBIA</b>	\$15.20	July 1, 2021
<b>FLORIDA</b>	\$8.65	January 1, 2021
	\$10.00	September 30, 2021



<b>ILLINOIS</b>	\$11.00	January 1, 2021
Chicago	\$15.00 – Large employers (21 or more employees) \$14.00 – Small employers (4 to 20 employees)	July 1, 2021
Cook County	\$13.00	July 1, 2021
<b>MAINE</b>	\$12.15	January 1, 2021
Portland	\$12.15	January 1, 2021
<b>MARYLAND</b>	\$11.75 – Employers with 15 or more employees \$11.60 – Employers with 14 or fewer employees	January 1, 2021
Montgomery County	\$15.00 – Large employers (51 or more employees) \$14.00 – Mid-size employers (11 to 50 employees) \$13.50 – Small employers (10 or fewer employees)	July 1, 2021
<b>MASSACHUSETTS</b>	\$13.50	January 1, 2021
<b>MICHIGAN</b>	\$9.87	January 1, 2021
<b>MINNESOTA</b>	\$10.08 - Large employers – with annual gross revenues of at least \$500,000 \$8.21 - Small employers – with annual gross revenues less than \$500,000	January 1, 2021
Minneapolis	\$14.25 – Large employers (more than 100 employees) \$12.50 – Small employers (100 or fewer employees)	July 1, 2021
St. Paul	\$12.50 – Large employers (101-10,000+ employees) \$11.00 – Small employers (6-100 employees) \$10.00 – Micro employers (5 or fewer employees)	July 1, 2021
<b>MISSOURI</b>	\$10.30	January 1, 2021
Kansas City	\$10.30	January 1, 2021
St. Louis	\$10.30	January 1, 2021
<b>MONTANA</b>	\$8.75	January 1, 2021
<b>NEVADA</b>	\$9.75 – If health benefits not offered \$8.75 – If health benefits offered	July 1, 2021



<b>NEW JERSEY</b>	\$12.00 \$11.10 - Businesses with fewer than 6 employees	January 1, 2021
<b>NEW MEXICO</b>	\$10.50	January 1, 2021
Albuquerque	\$10.50 \$9.50 - if the employee's employer provides healthcare and/or childcare benefits to the employee during any pay period and the employer pays an amount for these benefits equal to or in excess of an annualized cost of \$2,500.00.	January 1, 2021
Bernalillo County	\$10.50	January 1, 2021
Las Cruces	\$10.50	January 1, 2021
Santa Fe City	\$12.32	March 1, 2021
Santa Fe County	\$12.32	March 1, 2021
<b>NEW YORK</b>	\$12.50	December 31, 2020
Nassau, Suffolk, and Westchester Counties	\$15.00	December 30, 2021
<b>OHIO</b>	\$8.80	January 1, 2021
<b>OREGON</b>	\$12.75	July 1, 2021
Portland Metro Area	\$14.00	July 1, 2021
Non-Urban Counties	\$12.00	July 1, 2021
<b>SOUTH DAKOTA</b>	\$9.45	January 1, 2021
<b>VERMONT</b>	\$11.75	January 1, 2021
<b>VIRGINIA</b>	\$9.50	May 1, 2021
<b>WASHINGTON</b>	\$13.69	January 1, 2021
Seattle	\$16.69	January 1, 2021
SeaTac	\$16.57	January 1, 2021
Tacoma	\$13.69	January 1, 2021