

\*\*\*\*The following consists of information gathered from multiple online reputable legal and HR resources for which Vensure Employer Services assumes no responsibility for its accuracy, as ordinances may change before July 1st from the date of this list and the other included tabs. To assist with this, official links to every state or city website have been included so that you can personally confirm the rates, in case they have been changed. Changing or not changing rates for your employees who are below the official minimum wage rate is at your discretion\*\*\*

## JULY 2021 MINIMUM WAGE UPDATES BY STATE

STATE/CITY	EFFECTIVE DATE	2020 WAGE RATE	2021 WAGE RATE	OFFICIAL INTERNET SITES FOR MINIMUM WAGE BY STATE AND/OR CITY	NOTES / COMMENTS / DESCRIPTION
California: Alameda	7/1/2021	\$15.00	\$15.00 (UNCHANGED)	<a href="https://www.alamedaca.gov/Departments/Economic-Development-and-Community-Services/Minimum-Wage">https://www.alamedaca.gov/Departments/Economic-Development-and-Community-Services/Minimum-Wage</a>	
California: Berkeley	7/1/2021	\$16.07	\$16.32	<a href="https://www.cityofberkeley.info/MWO/">https://www.cityofberkeley.info/MWO/</a>	
California: Emeryville	7/1/2021	\$16.84	\$17.13	<a href="http://www.ci.emeryville.ca.us/1024/Minimum-Wage-Ordinance">http://www.ci.emeryville.ca.us/1024/Minimum-Wage-Ordinance</a>	
California: Fremont (26 or more employees)	7/1/2021	\$15.00	\$15.25	<a href="https://www.fremont.gov/3328/Minimum-Wage">https://www.fremont.gov/3328/Minimum-Wage</a>	
California: Fremont (25 or fewer employees)	7/1/2021	\$13.50	\$15.00	<a href="https://www.fremont.gov/3328/Minimum-Wage">https://www.fremont.gov/3328/Minimum-Wage</a>	
California: Los Angeles (26 or more employees)	7/1/2021	\$15.00	\$15.00 (UNCHANGED)	<a href="https://wagesla.lacity.org/">https://wagesla.lacity.org/</a>	
California: Los Angeles (25 or fewer employees)	7/1/2021	\$14.25	\$15.00	<a href="https://wagesla.lacity.org/">https://wagesla.lacity.org/</a>	
California: Los Angeles County (Unincorporated - 26 or more employees)	7/1/2021	\$15.00	\$15.00 (UNCHANGED)	<a href="http://file.lacounty.gov/SDSInter/dca/243396_HonestWorkFairPayPosterEnglish.pdf">http://file.lacounty.gov/SDSInter/dca/243396_HonestWorkFairPayPosterEnglish.pdf</a>	
California: Los Angeles County (Unincorporated - 25 or fewer employees)	7/1/2021	\$14.25	\$15.00	<a href="http://file.lacounty.gov/SDSInter/dca/243396_HonestWorkFairPayPosterEnglish.pdf">http://file.lacounty.gov/SDSInter/dca/243396_HonestWorkFairPayPosterEnglish.pdf</a>	
California: Malibu (26 or more employees)	7/1/2021	\$15.00	\$15.00 (UNCHANGED)	<a href="https://www.malibucity.org/793/Minimum-Wage">https://www.malibucity.org/793/Minimum-Wage</a>	
California: Malibu (25 or fewer employees)	7/1/2021	\$14.25	\$15.00	<a href="https://www.malibucity.org/793/Minimum-Wage">https://www.malibucity.org/793/Minimum-Wage</a>	
California: Milpitas	7/1/2021	\$15.40	\$15.65	<a href="https://www.ci.milpitas.ca.gov/milpitas/departments/minimum-wage/">https://www.ci.milpitas.ca.gov/milpitas/departments/minimum-wage/</a>	
California: Pasadena (26 or more employees)	7/1/2021	\$15.00	\$15.00 (UNCHANGED)	<a href="https://www5.cityofpasadena.net/planning/code-compliance/minimum-wage-information/">https://www5.cityofpasadena.net/planning/code-compliance/minimum-wage-information/</a>	
California: Pasadena (25 or fewer employees)	7/1/2021	\$14.25	\$15.00	<a href="https://www5.cityofpasadena.net/planning/code-compliance/minimum-wage-information/">https://www5.cityofpasadena.net/planning/code-compliance/minimum-wage-information/</a>	
California: San Francisco (Generally)	7/1/2021	\$16.07	\$16.32	<a href="https://sfgov.org/olse/minimum-wage-ordinance-mwo">https://sfgov.org/olse/minimum-wage-ordinance-mwo</a>	Find Address: <a href="http://pasos.maps.arcgis.com/apps/InformationLookup/index.html?appid=776e95bc">http://pasos.maps.arcgis.com/apps/InformationLookup/index.html?appid=776e95bc</a>
California: San Francisco (Government-Supported Employee)	7/1/2021	\$14.22	\$14.44	<a href="https://sfgov.org/olse/historical-wage-rates-definition-government-supported-employee">https://sfgov.org/olse/historical-wage-rates-definition-government-supported-employee</a>	Find Address: <a href="http://pasos.maps.arcgis.com/apps/InformationLookup/index.html?appid=776e95bc">http://pasos.maps.arcgis.com/apps/InformationLookup/index.html?appid=776e95bc</a>
California: San Leandro	7/1/2021	\$15.00	\$15.00 (UNCHANGED)	<a href="http://sanleandro.org/depts/cityhall/mwo.asp">http://sanleandro.org/depts/cityhall/mwo.asp</a>	
California: Santa Monica (26 or more employees)	7/1/2021	\$15.00	\$15.00 (UNCHANGED)	<a href="https://beta.smgov.net/strategic-goals/inclusive-diverse-community/minimum-wage-ordinance">https://beta.smgov.net/strategic-goals/inclusive-diverse-community/minimum-wage-ordinance</a>	
California: Santa Monica (25 or fewer employees)	7/1/2021	\$14.25	\$15.00	<a href="https://beta.smgov.net/strategic-goals/inclusive-diverse-community/minimum-wage-ordinance">https://beta.smgov.net/strategic-goals/inclusive-diverse-community/minimum-wage-ordinance</a>	
California: Santa Monica (Hotels)	7/1/2021	\$17.13	\$17.64	<a href="https://bca.lacity.org/eeo_hotel">https://bca.lacity.org/eeo_hotel</a>	Uses The LA Hotel Minimum Wage. <a href="https://bca.lacity.org/eeo_hotel">https://bca.lacity.org/eeo_hotel</a>
California: Santa Rosa	1/1/2021	\$15.00	\$15.20	<a href="https://srcity.org/3164/15-Minimum-Wage">https://srcity.org/3164/15-Minimum-Wage</a>	
Connecticut	8/1/2021	\$12.00	\$13.00	<a href="https://www.cga.ct.gov/asp/capbillstatus/capbillstatus.asp?selBillType=Bill&amp;which_year=2019&amp;bill_num=5004">https://www.cga.ct.gov/asp/capbillstatus/capbillstatus.asp?selBillType=Bill&amp;which_year=2019&amp;bill_num=5004</a>	<a href="https://portal.ct.gov/Office-of-the-Governor/News/Press-Releases/2020/08-2020/Governor-Lamont-Reminds-Residents-That-Minimum-Wage-Is-Scheduled-To-Increase-on-Tuesday--~text=%2411.00%20on%20October%202019%20%202022%20%20finality">https://portal.ct.gov/Office-of-the-Governor/News/Press-Releases/2020/08-2020/Governor-Lamont-Reminds-Residents-That-Minimum-Wage-Is-Scheduled-To-Increase-on-Tuesday--~text=%2411.00%20on%20October%202019%20%202022%20%20finality</a>
Florida	9/1/2021	\$8.65	\$10.00	<a href="https://www.state.gov/wp-content/uploads/2021/01/2021-01-29-Notice-FL-Minimum-Wage-Increase.pdf">https://www.state.gov/wp-content/uploads/2021/01/2021-01-29-Notice-FL-Minimum-Wage-Increase.pdf</a>	
District of Columbia	7/1/2021	\$15.00	\$15.20	<a href="https://dcos.dccouncil.us/service/office/wage-hour-compliance-04--text=Effective%20July%202019%202021%20the%20per%20hour%20on%20that%20date">https://dcos.dccouncil.us/service/office/wage-hour-compliance-04--text=Effective%20July%202019%202021%20the%20per%20hour%20on%20that%20date</a>	
Illinois: Chicago (21 or more employees)	7/1/2021	\$14.00	\$15.00	<a href="https://www.chicago.gov/content/dam/city/depts/bacp/OSL/2020/05/18mwandpsfinal51820.pdf">https://www.chicago.gov/content/dam/city/depts/bacp/OSL/2020/05/18mwandpsfinal51820.pdf</a>	<a href="https://www.gocgo.com/blog/illinois-minimum-wage">https://www.gocgo.com/blog/illinois-minimum-wage</a>
Illinois: Chicago (4 to 20 employees)	7/1/2021	\$13.50	\$14.00	<a href="https://www.chicago.gov/content/dam/city/depts/bacp/OSL/2020/05/18mwandpsfinal51820.pdf">https://www.chicago.gov/content/dam/city/depts/bacp/OSL/2020/05/18mwandpsfinal51820.pdf</a>	<a href="https://www.gocgo.com/blog/illinois-minimum-wage">https://www.gocgo.com/blog/illinois-minimum-wage</a>
Illinois: Cook County	7/1/2021	\$13.00	\$13.60	<a href="https://www.cookcountylil.gov/service/minimum-wage-ordinance-and-regulations">https://www.cookcountylil.gov/service/minimum-wage-ordinance-and-regulations</a>	
Maryland: Montgomery County (81 or more employees)	7/1/2021	\$14.00	\$15.00	<a href="https://www.montgomerycountymd.gov/humanrights/Resources/Files/Minimum_Wage_Transition_Table.pdf">https://www.montgomerycountymd.gov/humanrights/Resources/Files/Minimum_Wage_Transition_Table.pdf</a>	<a href="https://www.dlrr.state.md.us/forms/estipallowinfo.pdf">https://www.dlrr.state.md.us/forms/estipallowinfo.pdf</a>
Maryland: Montgomery County (11-50 employees/11 or more employees & either a 501 (c) (3) or certain home health or	7/1/2021	\$13.25	\$14.00	<a href="https://www.montgomerycountymd.gov/humanrights/Resources/Files/Minimum_Wage_Transition_Table.pdf">https://www.montgomerycountymd.gov/humanrights/Resources/Files/Minimum_Wage_Transition_Table.pdf</a>	<a href="https://www.dlrr.state.md.us/forms/estipallowinfo.pdf">https://www.dlrr.state.md.us/forms/estipallowinfo.pdf</a>
Maryland: Montgomery County (10 or fewer Employees)	7/1/2021	\$13.00	\$13.50	<a href="https://www.montgomerycountymd.gov/humanrights/Resources/Files/Minimum_Wage_Transition_Table.pdf">https://www.montgomerycountymd.gov/humanrights/Resources/Files/Minimum_Wage_Transition_Table.pdf</a>	<a href="https://www.dlrr.state.md.us/forms/estipallowinfo.pdf">https://www.dlrr.state.md.us/forms/estipallowinfo.pdf</a>
Minnesota: Minneapolis (101 or more employees)	7/1/2021	\$13.25	\$14.25	<a href="http://www.ci.minneapolis.mn.us/news/WCMSP-207170">http://www.ci.minneapolis.mn.us/news/WCMSP-207170</a>	
Minnesota: Minneapolis (100 or fewer employees)	7/1/2021	\$11.75	\$12.50	<a href="http://www.ci.minneapolis.mn.us/news/WCMSP-207170">http://www.ci.minneapolis.mn.us/news/WCMSP-207170</a>	
Minnesota: Saint Paul (10,001 or more employees)	7/1/2021	\$12.50	\$12.50 (UNCHANGED)	<a href="https://www.stpaul.gov/departments/human-rights-equal-economic-opportunity/labor-standards-enforcement-and-education-0">https://www.stpaul.gov/departments/human-rights-equal-economic-opportunity/labor-standards-enforcement-and-education-0</a>	
Minnesota: Saint Paul (101- 10,000 employees)	7/1/2021	\$11.50	\$12.50	<a href="https://www.stpaul.gov/departments/human-rights-equal-economic-opportunity/labor-standards-enforcement-and-education-0">https://www.stpaul.gov/departments/human-rights-equal-economic-opportunity/labor-standards-enforcement-and-education-0</a>	
Minnesota: Saint Paul (6-100 employees)	7/1/2021	\$10.00	\$11.00	<a href="https://www.stpaul.gov/departments/human-rights-equal-economic-opportunity/labor-standards-enforcement-and-education-0">https://www.stpaul.gov/departments/human-rights-equal-economic-opportunity/labor-standards-enforcement-and-education-0</a>	
Minnesota: Saint Paul (5 or fewer employees)	7/1/2021	\$9.25	\$10.00	<a href="https://www.stpaul.gov/departments/human-rights-equal-economic-opportunity/labor-standards-enforcement-and-education-0">https://www.stpaul.gov/departments/human-rights-equal-economic-opportunity/labor-standards-enforcement-and-education-0</a>	
Nevada (No Health Benefits)	7/1/2021	\$9.00	\$10.50	<a href="http://labor.nv.gov/Wages/Minimum_Wage_Bulletins/">http://labor.nv.gov/Wages/Minimum_Wage_Bulletins/</a>	<a href="http://labor.nv.gov/uploadedFiles/labornvgov/content/Employer/2020%20Annual%20Minimum%20Wage%20Bulletin.pdf">http://labor.nv.gov/uploadedFiles/labornvgov/content/Employer/2020%20Annual%20Minimum%20Wage%20Bulletin.pdf</a>
Nevada (Health Benefits Offeres)	7/1/2021	\$8.00	\$8.75	<a href="http://labor.nv.gov/Wages/Minimum_Wage_Bulletins/">http://labor.nv.gov/Wages/Minimum_Wage_Bulletins/</a>	<a href="http://labor.nv.gov/uploadedFiles/labornvgov/content/Employer/2020%20Annual%20Minimum%20Wage%20Bulletin.pdf">http://labor.nv.gov/uploadedFiles/labornvgov/content/Employer/2020%20Annual%20Minimum%20Wage%20Bulletin.pdf</a>
Oregon (Urban)	7/1/2021	\$13.25	\$14.00	<a href="https://www.oregon.gov/boli/whd/omw/pages/minimum-wage-rate-summary.aspx">https://www.oregon.gov/boli/whd/omw/pages/minimum-wage-rate-summary.aspx</a>	<a href="https://www.oregonmetro.gov/library/urban-growth-boundary/lookup;https://www.oregonmetro.gov/sites/default/files/2016/10/21/UGBCurrent.pdf">https://www.oregonmetro.gov/library/urban-growth-boundary/lookup;https://www.oregonmetro.gov/sites/default/files/2016/10/21/UGBCurrent.pdf</a>

Oregon (General)	7/1/2021	\$12.00	\$12.75	<a href="https://www.oregon.gov/boii/whd/omw/pages/minimum-wage-rate-summary.aspx">https://www.oregon.gov/boii/whd/omw/pages/minimum-wage-rate-summary.aspx</a>	
Oregon (Nonurban)	7/1/2021	\$11.50	\$12.00	<a href="https://www.oregon.gov/boii/whd/omw/pages/minimum-wage-rate-summary.aspx">https://www.oregon.gov/boii/whd/omw/pages/minimum-wage-rate-summary.aspx</a>	
Virginia	5/1/2021	\$7.25	\$9.50	<a href="https://law.lis.virginia.gov/vacode/40.1-28.10/">https://law.lis.virginia.gov/vacode/40.1-28.10/</a>	

**Tipped Rate Increases**

STATE/CITY	EFFECTIVE DATE	2020 CREDIT RATE	2021 CREDIT RATE	OFFICIAL INTERNET SITES FOR MINIMUM WAGE BY STATE AND/OR CITY	NOTES / COMMENTS / DESCRIPTION
Connecticut	8/1/2021	\$5.62	\$6.62	<a href="https://www.cga.ct.gov/2019/ACT/pa/pdf/2019PA-00004-R00HB-05004-PA.pdf">https://www.cga.ct.gov/2019/ACT/pa/pdf/2019PA-00004-R00HB-05004-PA.pdf</a>	<a href="https://portal.ct.gov/Office-of-the-Governor/News/Press-Releases/2020/08-20/20/Governor-Lamont-Raises-Residents-That-Minimum-Wage-Is-Scheduled-To-Increase-on-Tuesday-%E2%80%93-text=%2411.00%20on%20October%201%2C%202019-July%201%2C%202022%3B%20and%20final">https://portal.ct.gov/Office-of-the-Governor/News/Press-Releases/2020/08-20/20/Governor-Lamont-Raises-Residents-That-Minimum-Wage-Is-Scheduled-To-Increase-on-Tuesday-%E2%80%93-text=%2411.00%20on%20October%201%2C%202019-July%201%2C%202022%3B%20and%20final</a>
District of Columbia	7/1/2021	\$5.00	\$5.05	<a href="http://lms.dccouncil.us/Download/35660/B21-0712-SignedAct.pdf">http://lms.dccouncil.us/Download/35660/B21-0712-SignedAct.pdf</a>	
Illinois: Chicago	7/1/2021	\$8.40	\$9.00	<a href="https://www.chicago.gov/content/dam/city/depts/baip/Consumer%20Information/20180601minimumwageemployernoticeeng.pdf">https://www.chicago.gov/content/dam/city/depts/baip/Consumer%20Information/20180601minimumwageemployernoticeeng.pdf</a>	
Illinois: Cook County	7/1/2021	\$5.30	\$6.90	<a href="https://www.cookcountylp.gov/service/minimum-wage-ordinance-and-regulations">https://www.cookcountylp.gov/service/minimum-wage-ordinance-and-regulations</a>	
Maryland: Montgomery County	7/1/2021	\$4.00	\$4.00 (UNCHANGED)	<a href="https://www.dlr.state.md.us/labor/wages/minimumwagelawmont.pdf">https://www.dlr.state.md.us/labor/wages/minimumwagelawmont.pdf</a> <a href="https://www.dlr.state.md.us/forms/estipallwinfo.pdf">https://www.dlr.state.md.us/forms/estipallwinfo.pdf</a>	
Virginia	7/1/2021	\$5.12	\$9.00	<a href="https://www.doli.virginia.gov/wp-content/uploads/2021/05/Combined-Minimum-Wage-Update-Details-and-Notice.pdf">https://www.doli.virginia.gov/wp-content/uploads/2021/05/Combined-Minimum-Wage-Update-Details-and-Notice.pdf</a>	Tipped Employees must now receive the base minimum wage that all workers in Virginia receive.

FEDERAL CONTRACTORS	EFFECTIVE DATE	PREVIOUS WAGE RATE	2021 WAGE RATE
Federal Contractors	Current	\$10.80 per hour	\$10.95
Tipped Employees (Federal Contracts)	Current	\$7.55 per hour	\$7.65

## City or County Non-Exempt Rates

<b>ALAMEDA</b>				<b>\$ 15.00</b>
<b>Non-Exempt Employees (All EEs)</b>				
Frequency	Pay Periods	Annual	Per Period	
Semi Monthly	24	\$31,200.00	\$ 1,300.00	
Biweekly	26	\$31,200.00	\$ 1,200.00	
Weekly	52	\$31,200.00	\$ 600.00	
Monthly	12	\$31,200.00	\$ 2,600.00	

<b>L.A. COUNTY / CITY OF L.A.</b>				<b>\$ 15.00</b>
<b>Non-Exempt Employees (26 or more EEs)</b>				
Frequency	Pay Periods	Annual	Per Period	
Semi Monthly	24	\$31,200.00	\$ 1,300.00	
Biweekly	26	\$31,200.00	\$ 1,200.00	
Weekly	52	\$31,200.00	\$ 600.00	
Monthly	12	\$31,200.00	\$ 2,600.00	

<b>SAN FRANCISCO</b>				<b>\$ 16.32</b>
<b>Non-Exempt Employees (General)</b>				
Frequency	Pay Periods	Annual	Per Period	
Semi Monthly	24	\$33,945.60	\$ 1,414.40	
Biweekly	26	\$33,945.60	\$ 1,305.60	
Weekly	52	\$33,945.60	\$ 652.80	
Monthly	12	\$33,945.60	\$ 2,828.80	

<b>SANTA MONICA</b>				<b>\$ 15.00</b>
<b>Non-Exempt Employees (26 or more EEs)</b>				
Frequency	Pay Periods	Annual	Per Period	
Semi Monthly	24	\$31,200.00	\$ 1,300.00	
Biweekly	26	\$31,200.00	\$ 1,200.00	
Weekly	52	\$31,200.00	\$ 600.00	
Monthly	12	\$31,200.00	\$ 2,600.00	

<b>SANTA MONICA (HOTELS)</b>				<b>\$ 17.64</b>
<b>Non-Exempt Employees (All EEs)</b>				
Frequency	Pay Periods	Annual	Per Period	
Semi Monthly	24	\$36,691.20	\$ 1,528.80	
Biweekly	26	\$36,691.20	\$ 1,411.20	
Weekly	52	\$36,691.20	\$ 705.60	
Monthly	12	\$36,691.20	\$ 3,057.60	

<b>CHICAGO</b>				<b>\$ 14.00</b>
<b>Non-Exempt Employees (4 TO 20 EEs)</b>				
Frequency	Pay Periods	Annual	Per Period	
Semi Monthly	24	\$29,120.00	\$ 1,213.33	
Biweekly	26	\$29,120.00	\$ 1,120.00	
Weekly	52	\$29,120.00	\$ 560.00	
Monthly	12	\$29,120.00	\$ 2,426.67	

<b>MONTGOMERY COUNTY</b>				<b>\$ 15.00</b>
<b>51 or More Employees</b>				
Frequency	Pay Periods	Annual	Per Period	
Semi Monthly	24	\$31,200.00	\$ 1,300.00	
Biweekly	26	\$31,200.00	\$ 1,200.00	
Weekly	52	\$31,200.00	\$ 600.00	

<b>BERKELEY</b>				<b>\$ 16.32</b>
<b>Non-Exempt Employees (All EEs)</b>				
Frequency	Pay Periods	Annual	Per Period	
Semi Monthly	24	\$33,945.60	\$ 1,414.40	
Biweekly	26	\$33,945.60	\$ 1,305.60	
Weekly	52	\$33,945.60	\$ 652.80	
Monthly	12	\$33,945.60	\$ 2,828.80	

<b>L.A. COUNTY / CITY OF L.A.</b>				<b>\$ 15.00</b>
<b>Non-Exempt Employees (25 or less EEs)</b>				
Frequency	Pay Periods	Annual	Per Period	
Semi Monthly	24	\$31,200.00	\$ 1,300.00	
Biweekly	26	\$31,200.00	\$ 1,200.00	
Weekly	52	\$31,200.00	\$ 600.00	
Monthly	12	\$31,200.00	\$ 2,600.00	

<b>SAN FRANCISCO</b>				<b>\$ 14.22</b>
<b>Non-Exempt Employees (Government-Supported EEs)</b>				
Frequency	Pay Periods	Annual	Per Period	
Semi Monthly	24	\$29,577.60	\$ 1,232.40	
Biweekly	26	\$29,577.60	\$ 1,137.60	
Weekly	52	\$29,577.60	\$ 568.80	
Monthly	12	\$29,577.60	\$ 2,464.80	

<b>SANTA MONICA</b>				<b>\$ 15.00</b>
<b>Non-Exempt Employees (25 or less EEs)</b>				
Frequency	Pay Periods	Annual	Per Period	
Semi Monthly	24	\$31,200.00	\$ 1,300.00	
Biweekly	26	\$31,200.00	\$ 1,200.00	
Weekly	52	\$31,200.00	\$ 600.00	
Monthly	12	\$31,200.00	\$ 2,600.00	

<b>SAN LEANDRO</b>				<b>\$ 15.00</b>
<b>Non-Exempt Employees (All EEs)</b>				
Frequency	Pay Periods	Annual	Per Period	
Semi Monthly	24	\$31,200.00	\$ 1,300.00	
Biweekly	26	\$31,200.00	\$ 1,200.00	
Weekly	52	\$31,200.00	\$ 600.00	
Monthly	12	\$31,200.00	\$ 2,600.00	

## CALIFORNIA

<b>EMERYVILLE</b>				<b>\$ 17.13</b>
<b>Non-Exempt Employees (All EEs)</b>				
Frequency	Pay Periods	Annual	Per Period	
Semi Monthly	24	\$35,630.40	\$ 1,484.60	
Biweekly	26	\$35,630.40	\$ 1,370.40	
Weekly	52	\$35,630.40	\$ 685.20	
Monthly	12	\$35,630.40	\$ 2,969.20	

<b>MILPITAS</b>				<b>\$ 15.65</b>
<b>Non-Exempt Employees (All EEs)</b>				
Frequency	Pay Periods	Annual	Per Period	
Semi Monthly	24	\$32,552.00	\$ 1,356.33	
Biweekly	26	\$32,552.00	\$ 1,252.00	
Weekly	52	\$32,552.00	\$ 626.00	
Monthly	12	\$32,552.00	\$ 2,712.67	

<b>MALIBU</b>				<b>\$ 15.00</b>
<b>Non-Exempt Employees (25 or less EEs)</b>				
Frequency	Pay Periods	Annual	Per Period	
Semi Monthly	24	\$31,200.00	\$ 1,300.00	
Biweekly	26	\$31,200.00	\$ 1,200.00	
Weekly	52	\$31,200.00	\$ 600.00	
Monthly	12	\$31,200.00	\$ 2,600.00	

<b>PASADENA</b>				<b>\$ 15.00</b>
<b>Non-Exempt Employees (26 or more EEs)</b>				
Frequency	Pay Periods	Annual	Per Period	
Semi Monthly	24	\$31,200.00	\$ 1,300.00	
Biweekly	26	\$31,200.00	\$ 1,200.00	
Weekly	52	\$31,200.00	\$ 600.00	
Monthly	12	\$31,200.00	\$ 2,600.00	

<b>SANTA ROSA</b>				<b>\$ 15.20</b>
<b>Non-Exempt Employees (All EEs)</b>				
Frequency	Pay Periods	Annual	Per Period	
Semi Monthly	24	\$31,616.00	\$ 1,317.33	
Biweekly	26	\$31,616.00	\$ 1,216.00	
Weekly	52	\$31,616.00	\$ 608.00	
Monthly	12	\$31,616.00	\$ 2,634.67	

## ILLINOIS

<b>COOK COUNTY</b>				<b>\$ 13.60</b>
<b>Non-Exempt Employees (21 or more EEs)</b>				
Frequency	Pay Periods	Annual	Per Period	
Semi Monthly	24	\$31,200.00	\$ 1,300.00	
Biweekly	26	\$31,200.00	\$ 1,200.00	
Weekly	52	\$31,200.00	\$ 600.00	
Monthly	12	\$31,200.00	\$ 2,600.00	

## MARYLAND

**MONTGOMERY COUNTY**				**\$ 13.50**




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Monthly	12	\$31,200.00	\$ 2,600.00
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Monthly	12	\$29,120.00	\$ 2,426.67
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Monthly	12	\$28,080.00	\$ 2,340.00
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<b>MINNEAPOLIS</b>		<b>\$ 14.25</b>
<b>101 or More Employees</b>		
Frequency	Pay Periods	Annual
Semi Monthly	24	\$29,640.00
Biweekly	26	\$29,640.00
Weekly	52	\$29,640.00
Monthly	12	\$29,640.00
		\$ 1,235.00
		\$ 1,140.00
		\$ 570.00
		\$ 2,470.00

<b>MINNEAPOLIS</b>		<b>\$ 12.50</b>
<b>100 or Less Employees</b>		
Frequency	Pay Periods	Annual
Semi Monthly	24	\$26,000.00
Biweekly	26	\$26,000.00
Weekly	52	\$26,000.00
Monthly	12	\$26,000.00
		\$ 1,083.33
		\$ 1,000.00
		\$ 500.00
		\$ 2,166.67

<b>MINNESOTA</b>		<b>\$ 12.50</b>
<b>10,001 or More Employees</b>		
Frequency	Pay Periods	Annual
Semi Monthly	24	\$26,000.00
Biweekly	26	\$26,000.00
Weekly	52	\$26,000.00
Monthly	12	\$26,000.00
		\$ 1,083.33
		\$ 1,000.00
		\$ 500.00
		\$ 2,166.67

<b>SAINT PAUL</b>		<b>\$ 12.50</b>
<b>101-10,000 Employees</b>		
Frequency	Pay Periods	Annual
Semi Monthly	24	\$26,000.00
Biweekly	26	\$26,000.00
Weekly	52	\$26,000.00
Monthly	12	\$26,000.00
		\$ 1,083.33
		\$ 1,000.00
		\$ 500.00
		\$ 2,166.67

<b>SAINT PAUL</b>		<b>\$ 11.00</b>
<b>6-100 Employees</b>		
Frequency	Pay Periods	Annual
Semi Monthly	24	\$22,880.00
Biweekly	26	\$22,880.00
Weekly	52	\$22,880.00
Monthly	12	\$22,880.00
		\$ 953.33
		\$ 880.00
		\$ 440.00
		\$ 1,906.67

<b>SAINT PAUL</b>		<b>\$ 10.00</b>
<b>5 or Fewer Employees</b>		
Frequency	Pay Periods	Annual
Semi Monthly	24	\$20,800.00
Biweekly	26	\$20,800.00
Weekly	52	\$20,800.00
Monthly	12	\$20,800.00
		\$ 866.67
		\$ 800.00
		\$ 400.00
		\$ 1,733.33

## Exempt Employee Rates

The federal Fair Labor Standards Act (FLSA) and certain state laws set minimum salary levels for **overtime-exempt executive, administrative and professional employees**. **Employers covered by the FLSA must pay whichever salary level - whether federal or that of the state in which their employees are working - is higher** to remain eligible for an exemption.

The following information is summarized on this chart:

**Covered Employers:** In many states, the minimum salary levels apply to all employers. In others, coverage is limited or the minimum salary levels vary depending on certain factors.

**Minimum Weekly Salary:** Because the **FLSA** and many **state laws** use the workweek as the standard for determining whether an employee is entitled to overtime, the minimum salary level for overtime-exempt employees is listed as a dollar amount that must be paid each week. In states where the minimum salary level is based on some other unit of time (e.g., per hour, per month, per year), the minimum salary level has been converted to a weekly amount.

**Upcoming Changes:** Future minimum salary levels, and the dates on which they take effect, are also listed.

*States whose laws are silent or that have no minimum salary level are marked N/A. In these states, employers covered by the **FLSA** should follow federal law.*

Jurisdiction	Minimum Weekly Salary	Upcoming Changes	Notes
<b>Federal</b>	\$684.00	N/A	N/A
<b>Alabama</b>	N/A	N/A	N/A
<b>Alaska</b>	\$827.20	January 1, 2022, and every January 1 thereafter - Adjusted for inflation	The minimum salary must be at least two times the state minimum wage.
<b>Arizona</b>	N/A	N/A	N/A
<b>Arkansas</b>	\$455.00 (most employers), \$360.00 (charitable and religious organizations, and employers with gross annual sales of less than \$500,000 per year)	N/A	Adopted the federal standards in place on July 1, 2005.
<b>California</b>	\$1,040.00 (small employers), \$1,120.00 (large employers)	January 1, 2022 - \$1,120.00 (small employers), \$1,200.00 (large employers) January 1, 2023 - \$1,200.00 (small employers), remains \$1,200.00 (large employers) January 1, 2024, and every January 1 thereafter - Adjusted for inflation (both small employers and large employers)	N/A
<b>Colorado</b>	\$778.85	January 1, 2022 - \$865.38 January 1, 2023 - \$961.54 January 1, 2024 - \$1,057.69 January 1, 2025, and every January 1 thereafter - Adjusted for inflation	N/A
<b>Connecticut</b>	\$400.00 (long test), \$475.00 (short test)	N/A	The long test extensively considers an employee's duties, including time spent on nonexempt duties. The short test considers an employee's primary duties.
<b>Delaware</b>	N/A	N/A	N/A
<b>District of Columbia</b>	\$684.00	N/A	Adopted the federal standards by reference.
<b>Florida</b>	\$684.00	N/A	Adopted the federal standards by reference.
<b>Georgia</b>	N/A	N/A	N/A
<b>Hawaii</b>	\$210.00	N/A	N/A
<b>Idaho</b>	N/A	N/A	N/A
<b>Illinois</b>	\$684.00	N/A	Adopted the federal standards by reference.

<b>Indiana</b>	\$150.00	N/A	Applies to employers not subject to the FLSA's minimum wage requirements.
<b>Iowa</b>	\$310.00 (long test, executive or administrative), \$340.00 (long test, professional), or \$500.00 (short test)	N/A	The long test extensively considers an employee's duties, including time spent on nonexempt duties. The short test considers an employee's primary duties.
<b>Kansas</b>	\$155.00 (executive), \$170.00 (professional)	N/A	Applies to employers not subject to the FLSA.
<b>Kentucky</b>	\$455.00	N/A	N/A
<b>Louisiana</b>	N/A	N/A	N/A
<b>Maine</b>	\$700.96	January 1, 2022, and every January 1 thereafter - Adjusted for inflation	The minimum annual salary is 3,000 times the state minimum hourly wage (currently \$36,450.00) or the minimum salary required by the federal Fair Labor Standards Act (currently \$35,568.00), whichever is higher.
<b>Maryland</b>	\$684.00	N/A	Adopted the federal standards by reference.
<b>Massachusetts</b>	\$684.00	N/A	Adopted the federal standards by reference.
<b>Michigan</b>	\$684.00	N/A	In general, Michigan's minimum wage and overtime laws apply to employers with two or more employees at any time within a calendar year. An employer is subject to the minimum wage and overtime laws during the remainder of that calendar year. Michigan's minimum wage and overtime laws do not apply to an employer that is subject to the minimum wage provisions of the federal Fair Labor Standards Act, unless those federal minimum wage provisions would result in a lower minimum hourly wage. Currently, the federal minimum wage is lower than the Michigan minimum wage, so this exemption does not apply.
<b>Minnesota</b>	\$155.00 (long test, executive or administrative), \$170.00 (long test, professional), or \$250.00 (short test)	N/A	The long test extensively considers an employee's duties, including time spent on nonexempt duties. The short test considers an employee's primary duties.
<b>Mississippi</b>	N/A	N/A	N/A
<b>Missouri</b>	\$455.00	N/A	Adopted the federal standards in place on December 16, 2004.
<b>Montana</b>	\$455.00	N/A	Adopted the federal standards in place on July 1, 2009.
<b>Nebraska</b>	N/A	N/A	N/A
<b>Nevada</b>	\$684.00	N/A	Adopted the federal standards by reference.
<b>New Hampshire</b>	N/A	N/A	N/A
<b>New Jersey</b>	\$684.00	N/A	Adopted the federal standards by reference.
<b>New Mexico</b>	N/A	N/A	N/A
<b>New York</b>	\$1,125.00 (New York City), \$1,050.00 (Nassau, Suffolk and Westchester Counties), \$937.50 (Remainder of State)	December 31, 2021 - Remains \$1,125.00 (New York City), \$1,125.00 (Nassau, Suffolk and Westchester Counties), remains \$937.50 (Remainder of State)	These figures apply only to executive and administrative employees.
<b>North Carolina</b>	\$684.00	N/A	Adopted the federal standards by reference.
<b>North Dakota</b>	N/A	N/A	N/A
<b>Ohio</b>	\$684.00	N/A	Adopted the federal standards by reference.
<b>Oklahoma</b>	N/A	N/A	N/A

<b>Oregon</b>	\$530.00 (Portland Area), \$480.00 (Nonrural Counties), \$460.00 (Rural Counties)	July 1, 2021 - \$560.00 (Portland Area), \$510.00 (Nonrural Counties), \$480.00 (Rural Counties) July 1, 2022 - \$590.00 (Portland Area), \$540.00 (Nonrural Counties), \$500.00 (Rural Counties) July 1, 2023, and every July 1 thereafter - Adjusted for inflation (all employers)	N/A
<b>Pennsylvania</b>	\$684.00	October 3, 2021 - \$780.00 October 3, 2022 - \$875.00 October 3, 2023, and every third October 3rd thereafter - Adjusted for inflation	N/A
<b>Rhode Island</b>	\$200.00	N/A	N/A
<b>South Carolina</b>	N/A	N/A	N/A
<b>South Dakota</b>	N/A	N/A	N/A
<b>Tennessee</b>	N/A	N/A	N/A
<b>Texas</b>	N/A	N/A	N/A
<b>Utah</b>	N/A	N/A	N/A
<b>Vermont</b>	N/A	N/A	N/A
<b>Virginia</b>	N/A	N/A	N/A
<b>Washington</b>	\$821.40 (small employers), \$958.30 (large employers)	January 1, 2022 - TBD January 1, 2023 - TBD January 1, 2024 - TBD January 1, 2025 - TBD January 1, 2026 - TBD January 1, 2027 - TBD January 1, 2028 - TBD	N/A
<b>West Virginia</b>	\$455.00	N/A	N/A
<b>Wisconsin</b>	\$161.54 (executive or administrative), \$173.08 (professional)	N/A	Actual requirements are \$700.00 per month for executive or administrative exemptions, \$750.00 per month for professional exemption.
<b>Wyoming</b>	N/A	N/A	N/A

## L.A. County- Unincorporated

Los Angeles, CA (2015) large businesses (26 or more employees) <sup>4</sup>	\$15.00 (UNCHANGED)	7/1/2021
Los Angeles, CA (2015) small businesses (25 or fewer employees) and all nonprofits	\$15.00	7/1/2021

UINCORPORATED AREAS		
City/Town	Zip	
Acton	91390, 93510, 93550, 93551	
Aqua Dulce	91390	
Alondra Park	90249, 90250, 90260, 90504, 90506	
Altadena	91001, 91104, 91107	
Avocado Heights	90601, 91745, 91746	
Castaic	91384	
Charter Oak	91722, 91724, 91740	
Citrus	91702, 91722, 91740	
Del Aire	90045, 90250, 90304	
Desert View Highlands	93551	
East La Mirada	90604	
East Los Angeles	90022, 90023, 90032, 90040, 90063, 90640, 91754	
East Pasadena	91107, 91107	
East Rancho Dominguez	90221	
East San Gabriel	91775, 91780	
Elizabeth Lake	93532, 93551	
Florence-Graham	90001, 90002, 90058, 90255	
Green Valley	91310	
Hacienda Heights	90631, 91745, 91746, 91748	
Hasley Canyon	91384	
La Crescenta-Montrose	91011, 91020, 91214	
Ladera Heights	90008, 90045, 90056, 90230	
Lake Hughes	93532, 93536	
Lake Los Angeles	93535, 93591	
Lenox	90304	
Little Rock	93543	
Marina del Rey	90292	
Mayflower Village	91006, 91016	
North El Monte	91006, 91780	
Quartz Hill	93536	
Rose Hills	90601	
Rowland Heights	90631, 91748, 91789	
San Pasqual	91107	
South Monrovia Island	91010, 91016	
South San Gabriel	91770	
South San Jose Hills	91744, 91748, 91792	
South Whittier	90602, 90604, 90605, 90638	
Stevenson Ranch	91381	
Sun Village	93543, 93552, 93591	
Topanga	90265, 90290, 91302, 91364	
Val Verde	91384	
Valinda	91744, 91790, 91791, 91792	
Vincent	91702, 91722, 91790	
View Park-Windsor Hills	90008, 90043, 90056	
Walnut Park	90255	
West Athens	90044, 90047, 90247, 90249	
West Carson	90501, 90502, 90710	
West Puente Valley	91706, 91744, 91746	
West Rancho Dominguez	90059, 90061, 90220, 90222, 90248	
West Whittier-Los Nietos	90601, 90606, 90660	
Westmont	90044, 90047, 90250	
Willowbrook	90059, 90222	

### INCORPORATED AREAS

Agoura Hills  
Alhambra  
Arcadia  
Artesia  
Avalon  
Azusa  
Baldwin Park  
Bell  
Bell Gardens  
Bellflower  
Beverly Hills  
Bradbury  
Burbank  
Calabasas  
Carson  
Cerritos  
Claremont  
Commerce, City of  
Compton  
Covina  
Cudahy  
Culver City  
Diamond Bar  
Downey  
Duarte  
El Monte  
El Segundo  
Gardena  
Glendale  
Glendora  
Hawaiian Gardens  
Hawthorne  
Hermosa Beach  
Hidden Hills  
Huntington Park  
Industry, City of  
Inglewood  
Irwindale  
La Cañada Flintridge  
La Mirada  
La Puente  
La Verne  
La Habra Heights  
Lakewood  
Lancaster  
Lawndale  
Lomita  
Long Beach  
Los Angeles  
Lynwood  
Malibu  
Manhattan Beach  
Maywood  
Monrovia  
Montebello  
Monterey Park  
Norwalk  
Palmdale  
Palos Verdes Estates  
Paramount  
Pasadena  
Pico Rivera  
Pomona  
Rancho Palos Verdes  
Redondo Beach  
Rolling Hills  
Rolling Hills Estates  
San Dimas  
San Fernando  
San Gabriel  
San Marino  
Santa Clarita  
Santa Fe Springs  
Santa Monica  
Sierra Madre

### Resources:

<http://dcba.lacounty.gov/minimum-wage-laws/>  
[http://file.lacounty.gov/SDSInter/dca/242546\\_LACountyMinimumWageOrdinance.pdf](http://file.lacounty.gov/SDSInter/dca/242546_LACountyMinimumWageOrdinance.pdf)  
<http://www.laalmanac.com/geography/ge30c.php>  
[http://file.lacounty.gov/SDSInter/dca/244030\\_WebsiteGuide-RegistrarRecorderDraft5-19-16.pdf](http://file.lacounty.gov/SDSInter/dca/244030_WebsiteGuide-RegistrarRecorderDraft5-19-16.pdf)  
<https://www.lavote.net/apps/precinctsmaps>

### INCORPORATED / UNINCORPORATED MAP:

[http://file.lacounty.gov/SDSInter/lac/1043452\\_BasicColorMap.pdf](http://file.lacounty.gov/SDSInter/lac/1043452_BasicColorMap.pdf)  
<https://lavote.net/apps/precinctsmaps>

**\*\*Check below for any Incorporated areas that have their own rates\*\***

<b>INCORPORATED:</b> <a href="https://www.lacounty.gov/government/about-la-county/incorporated-cities/">https://www.lacounty.gov/government/about-la-county/incorporated-cities/</a>
<b>UNINCORPORATED:</b> <a href="https://www.lacounty.gov/government/about-la-county/unincorporated-areas/">https://www.lacounty.gov/government/about-la-county/unincorporated-areas/</a>
<a href="https://pw.lacounty.gov/sur/nas/landbase/AGOL/Official_Areas_w_Active_Links.pdf">https://pw.lacounty.gov/sur/nas/landbase/AGOL/Official_Areas_w_Active_Links.pdf</a>

ADDRESS LOOKUP
(this will pull up as Pasadena but you can search any address in L.A. County)

<http://pasqis.maps.arcgis.com/apps/InformationLookup/index.html?appid=776e95bd9a884b50a39c7a3e484781e8>

(Differences for Hotel Employers only)  
(L.A. City has its own ordinance)

(they have their own ordinance: <https://www.cityofpasadena.net/planning/code-compliance/minimum-wage-information/>)

(they have their own ordinance: <https://beta.smgov.net/strategic-goals/inclusive-diverse-community/minimum-wage-ordinance>)

Signal Hill  
South El Monte  
South Gate  
South Pasadena  
Temple City  
Torrance  
Vernon  
Walnut  
West Covina  
West Hollywood  
Westlake Village  
Whittier

**City of L.A.**

Olympic Park  
Picfair Village  
Pico Park  
Pico Union  
Rampart Village  
Redondo Sycamore  
St. Andrews Square  
Silver Lake  
South Carthay  
Sycamore Square  
Western Heights  
Western Wilton  
Westlake  
Wilshire Center  
Wilshire Park  
Wilshire Vista  
Wilshire Vista Heights  
Wilshire Square  
Windsor Village

#### **HARBOR AREA**

Harbor City  
Harbor Gateway  
San Pedro  
Terminal Island  
Wilmington

#### **NORTHEAST**

Atwater Village  
Boyle Heights  
Cypress Park  
Eagle Rock  
El Sereno  
Elysian Valley  
Glassell Park  
Hermon  
Highland Park  
Lincoln Heights  
Montecito Heights  
Monterey Hills  
Mt. Washington  
Sycamore Grove  
University Hills

#### **SAN FERNANDO VALLEY**

Arleta  
Canoga Park  
Chatsworth  
Encino

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Granada Hills  
Lake Balboa  
Mission Hills  
North Hills  
North Hollywood  
Northridge  
Pacoima  
Panorama City  
Porter Ranch  
Reseda  
Sherman Oaks  
Studio City  
Sun Valley  
Sylmar  
Tarzana  
Toluca Lake  
Toluca Terrace  
Toluca Woods  
Valley Glen  
Valley Village  
Van Nuys  
West Hills  
West Toluca Lake  
Winnetka  
Woodland Hills

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#### **SOUTH**

Arlington Park  
Baldwin Hills  
Berkeley Square  
Crenshaw  
Crenshaw Manor  
Historic West Adams  
Hyde Park  
Jefferson Park  
Kinney Heights  
Leimert Park  
South Los Angeles  
Southeast Los Angeles  
University Park  
Watts  
West Adams  
West Adams Terrace

#### **WESTSIDE**

Bel Air  
Beverly Crest  
Beverly Glen  
Brentwood  
Century City

Cheviot Hills  
Crestview  
Pacific Palisades  
Palms  
Rancho Park  
South Carthay  
South Robertson  
Topanga State Park  
West Los Angeles  
Westside Village  
Westwood