

****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)	https://www.alamedaca.gov/Departments/Economic-Development-and-Community-Services/Minimum-Wage	
California: Berkeley	7/1/2021	\$16.07	\$16.32	https://www.cityofberkeley.info/MWO/	
California: Emeryville	7/1/2021	\$16.84	\$17.13	http://www.ci.emeryville.ca.us/1024/Minimum-Wage-Ordinance	
California: Fremont (26 or more employees)	7/1/2021	\$15.00	\$15.25	https://www.fremont.gov/3328/Minimum-Wage	
California: Fremont (25 or fewer employees)	7/1/2021	\$13.50	\$15.00	https://www.fremont.gov/3328/Minimum-Wage	
California: Los Angeles (26 or more employees)	7/1/2021	\$15.00	\$15.00 (UNCHANGED)	https://wagesla.lacity.org/	
California: Los Angeles (25 or fewer employees)	7/1/2021	\$14.25	\$15.00	https://wagesla.lacity.org/	
California: Los Angeles County (Unincorporated - 26 or more employees)	7/1/2021	\$15.00	\$15.00 (UNCHANGED)	http://file.lacounty.gov/SDSInter/dca/243396_HonestWorkFairPayPosterEnglish.pdf	
California: Los Angeles County (Unincorporated - 25 or fewer employees)	7/1/2021	\$14.25	\$15.00	http://file.lacounty.gov/SDSInter/dca/243396_HonestWorkFairPayPosterEnglish.pdf	
California: Malibu (26 or more employees)	7/1/2021	\$15.00	\$15.00 (UNCHANGED)	https://www.malibucity.org/793/Minimum-Wage	
California: Malibu (25 or fewer employees)	7/1/2021	\$14.25	\$15.00	https://www.malibucity.org/793/Minimum-Wage	
California: Milpitas	7/1/2021	\$15.40	\$15.65	https://www.ci.milpitas.ca.gov/milpitas/departments/minimum-wage/	
California: Pasadena (26 or more employees)	7/1/2021	\$15.00	\$15.00 (UNCHANGED)	https://ww5.cityofpasadena.net/planning/code-compliance/minimum-wage-information/	
California: Pasadena (25 or fewer employees)	7/1/2021	\$14.25	\$15.00	https://ww5.cityofpasadena.net/planning/code-compliance/minimum-wage-information/	
California: San Francisco (Generally)	7/1/2021	\$16.07	\$16.32	https://sfgov.org/olse/minimum-wage-ordinance-mwq	Find Address: http://pasais.maps.arcgis.com/apps/InformationLookup/index.html?appid=776e95bc
California: San Francisco (Government-Supported Employee)	7/1/2021	\$14.22	\$14.44	https://sfgov.org/olse/historical-wage-rates-definition-government-supported-employee	Find Address: http://pasais.maps.arcgis.com/apps/InformationLookup/index.html?appid=776e95bc
California: San Leandro	7/1/2021	\$15.00	\$15.00 (UNCHANGED)	http://sanleandro.org/depts/cityhall/mwo.asp	
California: Santa Monica (26 or more employees)	7/1/2021	\$15.00	\$15.00 (UNCHANGED)	https://beta.smgov.net/strategic-goals/inclusive-diverse-community/minimum-wage-ordinance	
California: Santa Monica (25 or fewer employees)	7/1/2021	\$14.25	\$15.00	https://beta.smgov.net/strategic-goals/inclusive-diverse-community/minimum-wage-ordinance	
California: Santa Monica (Hotels)	7/1/2021	\$17.13	\$17.64	https://bca.lacity.org/eeo_hotel	Uses The LA Hotel Minium Wage. https://bca.lacity.org/eeo_hotel
California: Santa Rosa	1/1/2021	\$15.00	\$15.20	https://srcity.org/3164/15-Minimum-Wage	
Connecticut	8/1/2021	\$12.00	\$13.00	https://www.cga.ct.gov/asp/cgabillstatus/cgabillstatus.asp?selBillType=Bill&which_year=2019&bill_num=5004	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%201%2C%202019.July%201%2C%202022%2B%20and%20finally
Florida	9/1/2021	\$8.65	\$10.00	https://www.state.fl.us/wp-content/uploads/2021/01/2021-01-29-Notice-FL-Minimum-Wage-Increase.pdf	
District of Columbia	7/1/2021	\$15.00	\$15.20	https://does.dc.gov/service/office-wage-hour-compliance-06--text=Effective%20July%201%2C%202021%2C%20the_per%20hour%20on%20the%20date	
Illinois: Chicago (21 or more employees)	7/1/2021	\$14.00	\$15.00	https://www.chicago.gov/content/dam/city/depts/bacp/OSL/20200518mwandpsfinal51820.pdf	https://www.gocgo.com/blog/illinois-minimum-wage
Illinois: Chicago (4 to 20 employees)	7/1/2021	\$13.50	\$14.00	https://www.chicago.gov/content/dam/city/depts/bacp/OSL/20200518mwandpsfinal51820.pdf	https://www.gocgo.com/blog/illinois-minimum-wage
Illinois: Cook County	7/1/2021	\$13.00	\$13.60	https://www.cookcountytill.gov/service/minimum-wage-ordinance-and-regulations	
Maryland: Montgomery County (51 or more employees)	7/1/2021	\$14.00	\$15.00	https://www.montgomerycountymd.gov/humanrights/Resources/Files/Minimum_Wage_Transition_Table.pdf	https://www.dlir.state.md.us/forms/esstipallowinfo.pdf
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	https://www.montgomerycountymd.gov/humanrights/Resources/Files/Minimum_Wage_Transition_Table.pdf	https://www.dlir.state.md.us/labor/wages/minimumwagelawmont.pdf
Maryland: Montgomery County (10 or fewer Employees)	7/1/2021	\$13.00	\$13.50	https://www.montgomerycountymd.gov/humanrights/Resources/Files/Minimum_Wage_Transition_Table.pdf	https://www.dlir.state.md.us/labor/wages/minimumwagelawmont.pdf
Minnesota: Minneapolis (101 or more employees)	7/1/2021	\$13.25	\$14.25	http://www.ci.minneapolis.mn.us/news/WCMSP-207170	https://www.dlir.state.md.us/forms/esstipallowinfo.pdf
Minnesota: Minneapolis (100 or fewer employees)	7/1/2021	\$11.75	\$12.50	http://www.ci.minneapolis.mn.us/news/WCMSP-207170	https://www.dlir.state.md.us/labor/wages/minimumwagelawmont.pdf
Minnesota: Saint Paul (10,001 or more employees)	7/1/2021	\$12.50	\$12.50 (UNCHANGED)	https://www.stpaul.gov/departments/human-rights-equal-economic-opportunity/labor-standards-enforcement-and-education-0	
Minnesota: Saint Paul (101- 10,000 employees)	7/1/2021	\$11.50	\$12.50	https://www.stpaul.gov/departments/human-rights-equal-economic-opportunity/labor-standards-enforcement-and-education-0	
Minnesota: Saint Paul (6-100 employees)	7/1/2021	\$10.00	\$11.00	https://www.stpaul.gov/departments/human-rights-equal-economic-opportunity/labor-standards-enforcement-and-education-0	
Minnesota: Saint Paul (5 or fewer employees)	7/1/2021	\$9.25	\$10.00	https://www.stpaul.gov/departments/human-rights-equal-economic-opportunity/labor-standards-enforcement-and-education-0	
Nevada (No Health Benefits)	7/1/2021	\$8.00	\$10.50	http://labor.nv.gov/Wages/Minimum_Wage_Bulletins/	http://labor.nv.gov/uploadedFiles/labormvgov/content/Employer/2020%20Annual%20Minimum%20Wage%20Bulletin.pdf
Nevada (Health Benefits Offeres)	7/1/2021	\$8.00	\$8.75	http://labor.nv.gov/Wages/Minimum_Wage_Bulletins/	http://labor.nv.gov/uploadedFiles/labormvgov/content/Employer/2020%20Annual%20Minimum%20Wage%20Bulletin.pdf
Oregon (Urban)	7/1/2021	\$13.25	\$14.00	https://www.oregon.gov/boli/whd/omw/pages/minimum-wage-rate-summary.aspx	https://www.oregonmetro.gov/library/urban-growth-boundary/lookup https://www.oregonmetro.gov/sites/default/files/2016/10/21/UGBCurrent.pdf

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

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	https://www.cga.ct.gov/2019/ACT/pa/pdf/2019PA-00004-R00HB-05004-PA.pdf	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%201%2C%202019.July%201%2C%202022%3B%20and%20finally
District of Columbia	7/1/2021	\$5.00	\$5.05	http://lms.dccouncil.us/Download/35660/B21-0712-SignedAct.pdf	
Illinois: Chicago	7/1/2021	\$8.40	\$9.00	https://www.chicago.gov/content/dam/city/depts/bacp/Consumer%20Information/20180601minimumwageemployer_noticeenglish.pdf	
Illinois: Cook County	7/1/2021	\$5.30	\$6.90	https://www.cookcountylil.gov/service/minimum-wage-ordinance-and-regulations	
Maryland: Montgomery County	7/1/2021	\$4.00	\$4.00 (UNCHANGED)	https://www.dlir.state.md.us/labor/wages/minimumwagelawmont.pdf https://www.dlir.state.md.us/forms/essipallowinfo.pdf	
Virginia	7/1/2021	\$5.12	\$9.00	https://www.doli.virginia.gov/wp-content/uploads/2021/05/Combined-Minimum-Wage-Update-Details-and-Notice.pdf	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

CALIFORNIA

ALAMEDA				\$ 15.00
Non-Exempt Employees (All EEs)				
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	

BERKELEY				\$ 16.32
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	

EMERYVILLE				\$ 17.13
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	

MILPITAS				\$ 15.65
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	

L.A. COUNTY / CITY OF L.A.				\$ 15.00
Non-Exempt Employees (26 or more EEs)				
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	

L.A. COUNTY / CITY OF L.A.				\$ 15.00
Non-Exempt Employees (25 or less EEs)				
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	

L.A. COUNTY / CITY OF L.A. (HOTELS)				\$ 17.64
Non-Exempt Employees (All EEs)				
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	

MALIBU				\$ 15.00
Non-Exempt Employees (25 or less EEs)				
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	

SAN FRANCISCO				\$ 16.32
Non-Exempt Employees (General)				
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	

SAN FRANCISCO				\$ 14.22
Non-Exempt Employees (Government-Supported EEs)				
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	

MALIBU				\$ 15.00
Non-Exempt Employees (26 or more EEs)				
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	

PASADENA				\$ 15.00
Non-Exempt Employees (25 or less EEs)				
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	

SANTA MONICA				\$ 15.00
Non-Exempt Employees (26 or more EEs)				
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	

SANTA MONICA				\$ 15.00
Non-Exempt Employees (25 or less EEs)				
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	

PASADENA				\$ 15.00
Non-Exempt Employees (26 or more EEs)				
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	

SANTA ROSA				\$ 15.20
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	

SANTA MONICA (HOTELS)				\$ 17.64
Non-Exempt Employees (All EEs)				
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	

SAN LEANDRO				\$ 15.00
Non-Exempt Employees (All EEs)				
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	

ILLINOIS

CHICAGO				\$ 14.00
Non-Exempt Employees (4 TO 20 EEs)				
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	

CHICAGO				\$ 15.00
Non-Exempt Employees (21 or more EEs)				
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	

COOK COUNTY				\$ 13.60
Non-Exempt Employees (All EEs)				
Frequency	Pay Periods	Annual	Per Period	
Semi Monthly	24	28288	\$ 1,178.67	
Biweekly	26	28288	\$ 1,088.00	
Weekly	52	28288	\$ 544.00	
Monthly	12	28288	\$ 2,357.33	

MARYLAND

MONTGOMERY COUNTY				\$ 15.00
51 or More Employees				
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	

MONTGOMERY COUNTY				\$ 14.00
11-55 Employees				
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	

MONTGOMERY COUNTY				\$ 13.50
10 or Fewer Employees				
Frequency	Pay Periods	Annual	Per Period	
Semi Monthly	24	\$28,080.00	\$ 1,170.00	
Biweekly	26	\$28,080.00	\$ 1,080.00	
Weekly	52	\$28,080.00	\$ 540.00	

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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MINNESOTA

MINNEAPOLIS	\$ 14.25
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101 or More Employees			
Frequency	Pay Periods	Annual	Per Period
Semi Monthly	24	\$29,640.00	\$ 1,235.00
Biweekly	26	\$29,640.00	\$ 1,140.00
Weekly	52	\$29,640.00	\$ 570.00
Monthly	12	\$29,640.00	\$ 2,470.00

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

SAINT PAUL	\$ 12.50
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10,001 or More Employees			
Frequency	Pay Periods	Annual	Per Period
Semi Monthly	24	\$26,000.00	\$ 1,083.33
Biweekly	26	\$26,000.00	\$ 1,000.00
Weekly	52	\$26,000.00	\$ 500.00
Monthly	12	\$26,000.00	\$ 2,166.67

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

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

SAINT PAUL	\$ 10.00
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5 or Fewer Employees			
Frequency	Pay Periods	Annual	Per Period
Semi Monthly	24	\$20,800.00	\$ 866.67
Biweekly	26	\$20,800.00	\$ 800.00
Weekly	52	\$20,800.00	\$ 400.00
Monthly	12	\$20,800.00	\$ 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
Federal	\$684.00	N/A	N/A
Alabama	N/A	N/A	N/A
Alaska	\$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.
Arizona	N/A	N/A	N/A
Arkansas	\$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.
California	\$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
Colorado	\$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
Connecticut	\$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.
Delaware	N/A	N/A	N/A
District of Columbia	\$684.00	N/A	Adopted the federal standards by reference.
Florida	\$684.00	N/A	Adopted the federal standards by reference.
Georgia	N/A	N/A	N/A
Hawaii	\$210.00	N/A	N/A
Idaho	N/A	N/A	N/A
Illinois	\$684.00	N/A	Adopted the federal standards by reference.

Indiana	\$150.00	N/A	Applies to employers not subject to the FLSA's minimum wage requirements.
Iowa	\$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.
Kansas	\$155.00 (executive), \$170.00 (professional)	N/A	Applies to employers not subject to the FLSA.
Kentucky	\$455.00	N/A	N/A
Louisiana	N/A	N/A	N/A
Maine	\$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.
Maryland	\$684.00	N/A	Adopted the federal standards by reference.
Massachusetts	\$684.00	N/A	Adopted the federal standards by reference.
Michigan	\$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.
Minnesota	\$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.
Mississippi	N/A	N/A	N/A
Missouri	\$455.00	N/A	Adopted the federal standards in place on December 16, 2004.
Montana	\$455.00	N/A	Adopted the federal standards in place on July 1, 2009.
Nebraska	N/A	N/A	N/A
Nevada	\$684.00	N/A	Adopted the federal standards by reference.
New Hampshire	N/A	N/A	N/A
New Jersey	\$684.00	N/A	Adopted the federal standards by reference.
New Mexico	N/A	N/A	N/A
New York	\$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.
North Carolina	\$684.00	N/A	Adopted the federal standards by reference.
North Dakota	N/A	N/A	N/A
Ohio	\$684.00	N/A	Adopted the federal standards by reference.
Oklahoma	N/A	N/A	N/A

Oregon	\$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
Pennsylvania	\$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
Rhode Island	\$200.00	N/A	N/A
South Carolina	N/A	N/A	N/A
South Dakota	N/A	N/A	N/A
Tennessee	N/A	N/A	N/A
Texas	N/A	N/A	N/A
Utah	N/A	N/A	N/A
Vermont	N/A	N/A	N/A
Virginia	N/A	N/A	N/A
Washington	\$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
West Virginia	\$455.00	N/A	N/A
Wisconsin	\$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.
Wyoming	N/A	N/A	N/A

L.A. County- Unincorporated

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

UNINCORPORATED AREAS	
City/Town	Zip
Acton	91390, 93510, 93550, 93551
Agua 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
Lennox	90304
Leona Valley	91390, 93551
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://www.laalmanac.com/geography/ge30c.php>
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
<https://lavote.net/apps/precinctsmaps>

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

INCORPORATED: https://www.lacounty.gov/government/about-la-county/incorporated-cities/
UNINCORPORATED: https://www.lacounty.gov/government/about-la-county/unincorporated-areas/
https://pw.lacounty.gov/sur/nas/landbase/AGOL/Official_Areas_w_Active_Links.pdf

ADDRESS LOOKUP (this will pull up as Pasadena but you can search any address in L.A. County)	http://pasgis.maps.arcgis.com/apps/InformationLookup/index.html?appid=776e95bd9a884b50a39c7a3e484781e8
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(Differences for Hotel Employers only)
 (L.A. City has it's own ordinance)

(they have their own ordinance: <https://ww5.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.

LIST OF TOWNS

BEACH/AIRPORT AREA

Del Rey
L.A. International Airport
Mar Vista
Marina Peninsula
Playa Del Rey
Playa Vista
Venice
Westchester/LAX

CRESCENTA VALLEY

La Tuna Canyon
Lakeview Terrace
Shadow Hills
Sunland
Tujunga

DOWNTOWN/CENTRAL CITY

Arlington Heights
Boyle Heights
Brookside
Byzantine-Latino Quarter
Cahuega Pass
Carthay
Chinatown/Historic LA
Central City East
Country Club Park
Downtown LA
East Hollywood
Echo Park
Elysian Park
Fremont Place
Griffith Park
Hancock Park
Harvard Heights
Historic Filipinotown
Historic West Adams
Hollywood
Koreatown
La Brea Hancock
Larchmont Village
Los Feliz
Maplewood-St. Andrews
Melrose
Mid-City
Mid-City West
Miracle Mile

APPLICABLE ZIP CODES

90001*
90002*
90003
90004
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90005
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90056

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

CHECK SPECIFICALLY BY ADDRESS

<http://neighborhoodinfo.lacity.org/>

ZIP CODE MAP:

https://media.metro.net/about_us/pla/images/lazipcodes.pdf

City of L.A. Map:

<http://www.laalmanac.com/LA/lamap2.php>

<https://planning.lacity.org/MapGallery/Image/Citywide/CityBoundary.pdf>

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

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

91325
91326*
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Cheviot Hills
Crestview
Pacific Palisades
Palms
Rancho Park
South Carthay
South Robertson
Topanga State Park
West Los Angeles
Westside Village
Westwood