

## INCREASES BY STATE

\*\*\*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 January 1st from the date of this list. 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\*\*\*

### JANUARY 2021 MINIMUM WAGE UPDATES

STATE/CITY	EFFECTIVE DATE	PREVIOUS WAGE RATE	2021 WAGE RATE	OFFICIAL INTERNET SITES FOR MINIMUM WAGE BY STATE AND/OR CITY	NOTES / COMMENTS / DESCRIPTION
Alaska	1/1/2021	\$10.19	\$10.34	<a href="https://labor.alaska.gov/lss/whhome.htm">https://labor.alaska.gov/lss/whhome.htm</a>	
Arizona	1/1/2021	\$12.00	\$12.15	<a href="https://www.azica.gov/labor-minimum-wage-main-page">https://www.azica.gov/labor-minimum-wage-main-page</a>	
Arizona (Flagstaff)	1/1/2021	\$13.00	\$15.00	<a href="https://www.flagstaff.az.gov/3520/Minimum-Wage">https://www.flagstaff.az.gov/3520/Minimum-Wage</a>	
Arkansas (4 more employees)	1/1/2021	\$10.00	\$11.00	<a href="https://www.labor.arkansas.gov/divisions/labor-standards/minimum-wage-and-overtime/">https://www.labor.arkansas.gov/divisions/labor-standards/minimum-wage-and-overtime/</a>	
California (25 or less employees)	1/1/2021	\$12.00	\$13.00	<a href="https://www.dir.ca.gov/dlse/faq_minimumwage.htm">https://www.dir.ca.gov/dlse/faq_minimumwage.htm</a>	
California (26 or more employees)	1/1/2021	\$13.00	\$14.00	<a href="https://www.dir.ca.gov/dlse/faq_minimumwage.htm">https://www.dir.ca.gov/dlse/faq_minimumwage.htm</a>	
California: Belmont	1/1/2021	\$15.00	\$15.90	<a href="https://resources.xperth.com/downloads/BelmontCaliforniaMinimumWageOrdinanceNo2017-1123.pdf">https://resources.xperth.com/downloads/BelmontCaliforniaMinimumWageOrdinanceNo2017-1123.pdf</a>	
California: Burlingame	1/1/2021	\$13.00	\$15.00	<a href="https://www.burlingame.org/departments/economic_development/minimum_wage_informatiion.php">https://www.burlingame.org/departments/economic_development/minimum_wage_informatiion.php</a>	
California: Cupertino	1/1/2021	\$15.35	\$15.65	<a href="https://www.cupertino.org/our-city/city-news/cupertino-minimum-wage">https://www.cupertino.org/our-city/city-news/cupertino-minimum-wage</a>	
California: Daly City	1/1/2021	\$13.75	\$15.00	<a href="http://www.dalycity.org/City_Hall/Departments/city_manager/Minimum_Wage.htm">http://www.dalycity.org/City_Hall/Departments/city_manager/Minimum_Wage.htm</a>	
California: El Cerrito	1/1/2021	\$15.37	\$15.61	<a href="https://www.el-cerrito.org/940/Minimum-Wage-Ordinance">https://www.el-cerrito.org/940/Minimum-Wage-Ordinance</a>	
California: Half Moon Bay	1/1/2021	\$13.00	\$15.00	<a href="https://www.half-moon-bay.ca.us/659/Minimum-Wage">https://www.half-moon-bay.ca.us/659/Minimum-Wage</a>	
California: Hayward (25 or fewer employees)	1/1/2021	\$12.00	\$14.00	<a href="https://www.hayward-ca.gov/your-government/programs/local-minimum-wage">https://www.hayward-ca.gov/your-government/programs/local-minimum-wage</a>	
California: Hayward (26 or more employees)	1/1/2021	\$13.00	\$15.00	<a href="https://www.hayward-ca.gov/your-government/programs/local-minimum-wage">https://www.hayward-ca.gov/your-government/programs/local-minimum-wage</a>	
California: Los Altos	1/1/2021	\$15.40	\$15.65	<a href="https://www.losaltosca.gov/ed/page/minimum-wage">https://www.losaltosca.gov/ed/page/minimum-wage</a>	
California: Menlo Park	1/1/2021	\$15.00	\$15.25	<a href="https://www.menlopark.org/1582/Local-minimum-wage-ordinance">https://www.menlopark.org/1582/Local-minimum-wage-ordinance</a>	
California: Mountain View	1/1/2021	\$16.05	TBA*	<a href="https://www.mountainview.gov/depts/comdev/economicdev/city_minimum_wage.asp">https://www.mountainview.gov/depts/comdev/economicdev/city_minimum_wage.asp</a>	
California: Oakland	1/1/2021	\$14.14	\$14.36	<a href="https://cao-94612.s3.amazonaws.com/documents/Measure_FF_English_Poster_Set_2021_final.pdf">https://cao-94612.s3.amazonaws.com/documents/Measure_FF_English_Poster_Set_2021_final.pdf</a>	
California: Palo Alto	1/1/2021	\$15.40	\$15.65	<a href="https://www.cityofpaloalto.org/business/minimum_wage.asp">https://www.cityofpaloalto.org/business/minimum_wage.asp</a>	
California: Petaluma	1/1/2021	\$15.00	\$15.20	<a href="https://petalumastar.com/minimum-wage/">https://petalumastar.com/minimum-wage/</a>	
California: Redwood City	1/1/2021	\$15.38	\$15.62	<a href="https://www.redwoodcity.org/departments/city-manager/city-manager-s-initiatives/proposed-local-minimum-wage">https://www.redwoodcity.org/departments/city-manager/city-manager-s-initiatives/proposed-local-minimum-wage</a>	
California: Richmond	1/1/2021	\$15.00	\$15.21	<a href="http://www.ci.richmond.ca.us/2615/Minimum-Wage-Ordinance">http://www.ci.richmond.ca.us/2615/Minimum-Wage-Ordinance</a>	
California: San Carlos	1/1/2021	\$13.00	\$15.24	<a href="https://www.cityofsancarlos.org/business/minimum-wage">https://www.cityofsancarlos.org/business/minimum-wage</a>	
California: San Diego	1/1/2021	\$13.00	\$14.00	<a href="https://www.sandiego.gov/treasury/minimum-wage-program">https://www.sandiego.gov/treasury/minimum-wage-program</a>	
California: San Jose	1/1/2021	\$15.25	\$15.45	<a href="https://www.sanjoseca.gov/minimumwage">https://www.sanjoseca.gov/minimumwage</a>	
California: San Mateo	1/1/2021	\$15.38	\$15.62	<a href="https://www.cityofsanmateo.org/3278/Minimum-Wage">https://www.cityofsanmateo.org/3278/Minimum-Wage</a>	

# INCREASES BY STATE

## JANUARY 2021 MINIMUM WAGE UPDATES

STATE/CITY	EFFECTIVE DATE	PREVIOUS WAGE RATE	2021 WAGE RATE	OFFICIAL INTERNET SITES FOR MINIMUM WAGE BY STATE AND/OR CITY	NOTES / COMMENTS / DESCRIPTION
California: Santa Clara	1/1/2021	\$15.40	\$15.65	<a href="https://www.santaclaraca.gov/business-development/business-services/minimum-wage-ordinance">https://www.santaclaraca.gov/business-development/business-services/minimum-wage-ordinance</a>	
California: Sonoma (25 or fewer employees)	1/1/2021	\$12.50	\$14.00	<a href="https://www.sonomacity.org/minimum-wage-study/">https://www.sonomacity.org/minimum-wage-study/</a>	
California: Sonoma (26 or more employees)	1/1/2021	\$13.50	\$15.00	<a href="https://www.sonomacity.org/minimum-wage-study/">https://www.sonomacity.org/minimum-wage-study/</a>	
California: South San Francisco	1/1/2021	\$15.00	\$15.24	<a href="https://www.ssf.net/departments/city-manager/local-minimum-wage#~text=Need%20to%20Know-Starting%20January%201%202021%2C%20all%20businesses%20operating%20within%20the%20geographic%20more%20hours%20per%20week.&amp;text=To%20report%20a%20suspected%20violation%2C%20you%20must%20submit%20a%20writing%20to%20the%20City.">https://www.ssf.net/departments/city-manager/local-minimum-wage#~text=Need%20to%20Know-Starting%20January%201%202021%2C%20all%20businesses%20operating%20within%20the%20geographic%20more%20hours%20per%20week.&amp;text=To%20report%20a%20suspected%20violation%2C%20you%20must%20submit%20a%20writing%20to%20the%20City.</a>	
California: Sunnyvale	1/1/2021	\$16.05	\$16.30	<a href="https://sunnyvale.ca.gov/business/doingbusiness/wage.htm">https://sunnyvale.ca.gov/business/doingbusiness/wage.htm</a>	
Colorado	1/1/2021	\$12.00	\$12.32	<a href="https://cdle.colorado.gov/press-releases/press-release-public-comment-now-open-on-colorados-2021-minimum-wage-other-new#~text=DENVER%20%20The%20Colorado%20Department%20of%20Required%20by%20the%20Colorado%20Constitution.">https://cdle.colorado.gov/press-releases/press-release-public-comment-now-open-on-colorados-2021-minimum-wage-other-new#~text=DENVER%20%20The%20Colorado%20Department%20of%20Required%20by%20the%20Colorado%20Constitution.</a>	
Colorado: Denver	1/1/2021	\$12.85	\$14.77	<a href="https://www.denvergov.org/content/denvergov/en/mayors-office/newsroom/2019/final-proposal-to-raise-denver-s-minimum-wage-submitted-to-city-.html">https://www.denvergov.org/content/denvergov/en/mayors-office/newsroom/2019/final-proposal-to-raise-denver-s-minimum-wage-submitted-to-city-.html</a>	
Florida	1/1/2021	\$8.56	\$8.65	<a href="http://www.floridajobs.org/business-growth-and-partnerships/for-employers/display-posters-and-required-notices">http://www.floridajobs.org/business-growth-and-partnerships/for-employers/display-posters-and-required-notices</a>	<a href="http://www.floridajobs.org/docs/default-source/business-growth-and-partnerships/for-employers/posters-and-required-notices/2021-minimum-wage/poster-fl-minimum-wage-2021-english.pdf?sfvrsn=74a4bb0_2">http://www.floridajobs.org/docs/default-source/business-growth-and-partnerships/for-employers/posters-and-required-notices/2021-minimum-wage/poster-fl-minimum-wage-2021-english.pdf?sfvrsn=74a4bb0_2</a>
Illinois (4 or more employees)	1/1/2021	\$10.00	\$11.00	<a href="https://www2.illinois.gov/idol/Laws-Rules/FLS/Pages/minimum-wage-rates-by-year.aspx">https://www2.illinois.gov/idol/Laws-Rules/FLS/Pages/minimum-wage-rates-by-year.aspx</a>	
Long Island and Westchester	12/31/2020	\$13.00	\$14.00	<a href="https://www.labor.ny.gov/workerprotection/laborstandards/workprot/minwage.shtm">https://www.labor.ny.gov/workerprotection/laborstandards/workprot/minwage.shtm</a>	
Maine	1/1/2021	\$12.00	\$12.15	<a href="https://www.maine.gov/labor/news_events/article.shtml?id=3321670#~text=AUGUSTA%20%20The%20Maine%20Department%20of%20Labor%20Bureau%20of%20Labor%20Statistics.">https://www.maine.gov/labor/news_events/article.shtml?id=3321670#~text=AUGUSTA%20%20The%20Maine%20Department%20of%20Labor%20Bureau%20of%20Labor%20Statistics.</a>	<a href="https://legislature.maine.gov/statutes/26/title26sec664.htm">https://legislature.maine.gov/statutes/26/title26sec664.htm</a>
Maryland (15 or more employees)	1/1/2021	\$11.00	\$11.75	<a href="https://www.dlr.state.md.us/labor/wages/minimumwagelaw.pdf">https://www.dlr.state.md.us/labor/wages/minimumwagelaw.pdf</a>	
Maryland (14 or fewer employees)	1/1/2021	\$11.00	\$11.60	<a href="https://www.dlr.state.md.us/labor/wages/minimumwagelaw.pdf">https://www.dlr.state.md.us/labor/wages/minimumwagelaw.pdf</a>	
Massachusetts	1/1/2021	\$12.75	\$13.50	<a href="https://www.mass.gov/info-details/mass-general-laws-c151-ss-1#effective-until-january-1-2020-">https://www.mass.gov/info-details/mass-general-laws-c151-ss-1#effective-until-january-1-2020-</a>	
Michigan	1/1/2021	\$9.65	\$9.87	<a href="https://www.michigan.gov/lara/0.4601.7-154-11472-492482--00.html">https://www.michigan.gov/lara/0.4601.7-154-11472-492482--00.html</a>	
Minnesota (\$500K Gross)	1/1/2021	\$10.00	\$10.08	<a href="https://www.dli.mn.gov/business/employment-practices/minimum-wage-minnesota">https://www.dli.mn.gov/business/employment-practices/minimum-wage-minnesota</a>	
Minnesota (Less than \$500k gross & certain hotels, etc.)	1/1/2021	\$8.15	\$8.21	<a href="https://www.dli.mn.gov/business/employment-practices/minimum-wage-minnesota">https://www.dli.mn.gov/business/employment-practices/minimum-wage-minnesota</a>	
Minnesota: 90-day training wage (under 20 years of age)	1/1/2021	\$8.15	\$8.21	<a href="https://www.dli.mn.gov/business/employment-practices/minimum-wage-minnesota">https://www.dli.mn.gov/business/employment-practices/minimum-wage-minnesota</a>	
Minnesota: Youth wage (under 18 years of age)	1/1/2021	\$8.15	\$8.21	<a href="https://www.dli.mn.gov/business/employment-practices/minimum-wage-minnesota">https://www.dli.mn.gov/business/employment-practices/minimum-wage-minnesota</a>	
Missouri	1/1/2021	\$9.45	\$10.30	<a href="https://www.dol.gov/agencies/whd/minimum-wage/state#mo">https://www.dol.gov/agencies/whd/minimum-wage/state#mo</a>	
Montana	1/1/2021	\$8.65	\$8.75	<a href="http://erd.dli.mt.gov/labor-standards/wage-and-hour-payment-act/state-minimum-wage">http://erd.dli.mt.gov/labor-standards/wage-and-hour-payment-act/state-minimum-wage</a>	
New Jersey (Small or seasonal, farm hourly or piece rate)	1/1/2021	\$10.30	\$11.10	<a href="https://www.njleg.state.nj.us/2018/Bills/A0500/15_R1.PDF">https://www.njleg.state.nj.us/2018/Bills/A0500/15_R1.PDF</a>	
New Mexico	1/1/2021	\$9.00	\$10.50	<a href="https://www.dws.state.nm.us/Minimum-Wage-Information">https://www.dws.state.nm.us/Minimum-Wage-Information</a>	

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STATE/CITY	EFFECTIVE DATE	PREVIOUS WAGE RATE	2021 WAGE RATE	OFFICIAL INTERNET SITES FOR MINIMUM WAGE BY STATE AND/OR CITY	NOTES / COMMENTS / DESCRIPTION
New Mexico (Albuquerque) No Health Benefits	1/1/2021	\$9.35	\$10.50	<a href="https://www.cabq.gov/legal/news/albuquerque-minimum-wage-2021">https://www.cabq.gov/legal/news/albuquerque-minimum-wage-2021</a>	
New Mexico (Albuquerque) With Health Benefits and or Childcare Benefits	1/1/2021	\$8.35	\$9.50	<a href="https://www.cabq.gov/legal/news/albuquerque-minimum-wage-2021">https://www.cabq.gov/legal/news/albuquerque-minimum-wage-2021</a>	
New Mexico: Bernalillo County (Unicorp., No Health &/or Childcare Benefits)	1/1/2021	\$9.20	\$9.35	<a href="https://www.cabq.gov/legal/news/albuquerque-minimum-wage-2021">https://www.cabq.gov/legal/news/albuquerque-minimum-wage-2021</a>	
New Mexico: Bernalillo County (Unicorp., Health &/or Childcare Benefits)	1/1/2021	\$8.20	\$8.35	<a href="https://www.cabq.gov/legal/news/albuquerque-minimum-wage-2021">https://www.cabq.gov/legal/news/albuquerque-minimum-wage-2021</a>	<a href="https://library.municode.com/nm/bernalillo_county/codes/code_of_ordinances?nodeId=BECOCO_CH2AD_ARTII0FEM_DIV6MIWAOR_S2-220MIWA">https://library.municode.com/nm/bernalillo_county/codes/code_of_ordinances?nodeId=BECOCO_CH2AD_ARTII0FEM_DIV6MIWAOR_S2-220MIWA</a>
New Mexico: Las Cruces	1/1/2021	\$10.25	\$10.50	<a href="https://www.las-cruces.org/civicalerts.aspx?aid=3875">https://www.las-cruces.org/civicalerts.aspx?aid=3875</a>	
New York City Large Employers (11 or more employees)	12/31/2020	\$15.00	TBA*	<a href="https://www.labor.ny.gov/workerprotection/laborstandards/workprot/minwage.shtm">https://www.labor.ny.gov/workerprotection/laborstandards/workprot/minwage.shtm</a>	Starting 2021, the annual increases will be published by the Commissioner of Labor on or before October 1. They will be based on percentage increases determined by the Director of the Division of Budget, based on economic indices, including the Consumer Price Index.
New York City Small Employers (10 or less employees)	12/31/2020	\$15.00	TBA*	<a href="https://www.labor.ny.gov/workerprotection/laborstandards/workprot/minwage.shtm">https://www.labor.ny.gov/workerprotection/laborstandards/workprot/minwage.shtm</a>	Starting 2021, the annual increases will be published by the Commissioner of Labor on or before October 1. They will be based on percentage increases determined by the Director of the Division of Budget, based on economic indices, including the Consumer Price Index.
New York: Westchester County	12/31/2020	\$13.00	\$14.00	<a href="https://www.labor.ny.gov/workerprotection/laborstandards/workprot/minwage.shtm">https://www.labor.ny.gov/workerprotection/laborstandards/workprot/minwage.shtm</a>	
New York: Long Island	12/31/2020	\$13.00	\$14.00	<a href="https://www.labor.ny.gov/workerprotection/laborstandards/workprot/minwage.shtm">https://www.labor.ny.gov/workerprotection/laborstandards/workprot/minwage.shtm</a>	
New York State (Remainder)	12/31/2020	\$11.80	\$12.50	<a href="https://www.labor.ny.gov/workerprotection/laborstandards/workprot/minwage.shtm">https://www.labor.ny.gov/workerprotection/laborstandards/workprot/minwage.shtm</a>	
New York State (Remainder): Fast food employees	12/31/2020	\$13.75	\$14.50	<a href="https://www.labor.ny.gov/formsdocs/wp/CR146.pdf">https://www.labor.ny.gov/formsdocs/wp/CR146.pdf</a>	
Ohio	1/1/2021	\$8.70	\$8.80	<a href="https://www.com.ohio.gov/documents/dico_2021MinimumWageposter.pdf">https://www.com.ohio.gov/documents/dico_2021MinimumWageposter.pdf</a>	
South Dakota	1/1/2021	\$9.30	\$9.45	<a href="https://dlr.sd.gov/employment_laws/minimum_wage.aspx">https://dlr.sd.gov/employment_laws/minimum_wage.aspx</a>	<a href="https://dlr.sd.gov/employment_laws/publications/min_wage_poster_2021.pdf">https://dlr.sd.gov/employment_laws/publications/min_wage_poster_2021.pdf</a>
Vermont	1/1/2021	\$10.96	\$11.75	<a href="https://labor.vermont.gov/press-release/vermont-minimum-wage-increase-2021">https://labor.vermont.gov/press-release/vermont-minimum-wage-increase-2021</a>	
Washington	1/1/2021	\$13.50	\$13.69	<a href="https://lni.wa.gov/workers-rights/wages/minimum-wage/">https://lni.wa.gov/workers-rights/wages/minimum-wage/</a>	<a href="https://app.leg.wa.gov/rwc/default.aspx?cite=49.46.020">https://app.leg.wa.gov/rwc/default.aspx?cite=49.46.020</a>
Washington: Seattle (500 or Fewer Employees & Employee paid benefits)	1/1/2021	\$13.50	\$15.00	<a href="http://www.seattle.gov/laborstandards/ordinances/minimum-wage">http://www.seattle.gov/laborstandards/ordinances/minimum-wage</a>	
Washington: Seattle (500 or Fewer Employees - No employee paid benefits)	1/1/2021	\$15.75	\$16.69	<a href="http://www.seattle.gov/laborstandards/ordinances/minimum-wage">http://www.seattle.gov/laborstandards/ordinances/minimum-wage</a>	
Washington: Seattle (501 or More Employees)	1/1/2021	\$16.00	\$16.69	<a href="http://www.seattle.gov/laborstandards/ordinances/minimum-wage">http://www.seattle.gov/laborstandards/ordinances/minimum-wage</a>	
Washington: SeaTac	1/1/2021	\$16.34	\$16.57	<a href="https://www.seatacwa.gov/our-city/employment-standards-ordinance_0">https://www.seatacwa.gov/our-city/employment-standards-ordinance_0</a>	<a href="https://www.seatacwa.gov/home/showdocument?id=29480">https://www.seatacwa.gov/home/showdocument?id=29480</a>

\* Any cell marked with TBA will have their minimum wage increase based on local Consumer Price Index increases, and have not yet announced the increase in their minimum wage. Businesses operating within those jurisdictions should check the minimum wage resource linked for the location, under the official website link above.

# INCREASES BY STATE

## JANUARY 2021 MINIMUM WAGE UPDATES

### Tipped Rate Increases

STATE/CITY	EFFECTIVE DATE	PREVIOUS CREDIT RATE	2021 CREDIT RATE	OFFICIAL INTERNET SITES FOR MINIMUM WAGE BY STATE AND/OR CITY	NOTES / COMMENTS / DESCRIPTION
Arizona (Flagstaff)	1/1/2021	\$10.00	\$12.00	<a href="https://www.flagstaff.az.gov/3520/Minimum-Wage">https://www.flagstaff.az.gov/3520/Minimum-Wage</a>	
Arkansas (Unchanged)	1/1/2021	\$2.63	\$2.63	<a href="https://www.labor.arkansas.gov/divisions/labor-standards/minimum-wage-and-overtime/">https://www.labor.arkansas.gov/divisions/labor-standards/minimum-wage-and-overtime/</a>	<a href="https://www.labor.arkansas.gov/wp-content/uploads/2020/09/20FactArkansasMinimumWage.pdf">https://www.labor.arkansas.gov/wp-content/uploads/2020/09/20FactArkansasMinimumWage.pdf</a>
Colorado	1/1/2021	\$8.98	\$9.30	<a href="https://cdle.colorado.gov/press-releases/press-release-public-comment-now-open-on-colorados-2021-minimum-wage-other-new">https://cdle.colorado.gov/press-releases/press-release-public-comment-now-open-on-colorados-2021-minimum-wage-other-new</a>	
Florida	1/1/2021	\$5.54	\$5.63	<a href="http://www.floridajobs.org/docs/default-source/business-growth-and-partnerships/for-employers/posters-and-required-notices/2021-minimum-wage/poster-fl-minimum-wage-2021-english.pdf?sfvrsn=74a4bb0_2">http://www.floridajobs.org/docs/default-source/business-growth-and-partnerships/for-employers/posters-and-required-notices/2021-minimum-wage/poster-fl-minimum-wage-2021-english.pdf?sfvrsn=74a4bb0_2</a>	
Maine: Portland	1/1/2021	\$5.90	\$6.08	<a href="https://www.portlandmaine.gov/1671/Minimum-Wage">https://www.portlandmaine.gov/1671/Minimum-Wage</a>	
Massachusetts	1/1/2021	\$4.95	\$5.55	<a href="https://www.mass.gov/info-details/massachusetts-law-about-minimum-wage">https://www.mass.gov/info-details/massachusetts-law-about-minimum-wage</a>	
Michigan	1/1/2021	\$3.67	\$3.75	<a href="https://www.michigan.gov/lara/0,4601,7-154-11472-492482--,00.html">https://www.michigan.gov/lara/0,4601,7-154-11472-492482--,00.html</a>	
New Jersey (Unchanged)	1/1/2021	\$7.87	\$7.87	<a href="https://www.nj.gov/labor/forms_pdfs/wagehour/minimumwage_postcard.pdf">https://www.nj.gov/labor/forms_pdfs/wagehour/minimumwage_postcard.pdf</a>	
New Mexico (Albuquerque)	1/1/2021	\$5.60	\$6.30	<a href="https://www.cabq.gov/legal/news/albuquerque-minimum-wage-2021">https://www.cabq.gov/legal/news/albuquerque-minimum-wage-2021</a>	
New Mexico: Las Cruces	1/1/2021	\$4.10	\$4.20	<a href="https://www.las-cruces.org/CivicAlerts.aspx?AID=3875">https://www.las-cruces.org/CivicAlerts.aspx?AID=3875</a>	
Ohio	1/1/2021	\$4.35	\$4.40	<a href="https://www.com.ohio.gov/documents/dico_2021MinimumWageposter.pdf">https://www.com.ohio.gov/documents/dico_2021MinimumWageposter.pdf</a>	
South Dakota	1/1/2021	\$4.65	\$4.72	<a href="https://dlr.sd.gov/employment_laws/publications/min_wage_poster_2021.pdf">https://dlr.sd.gov/employment_laws/publications/min_wage_poster_2021.pdf</a>	
Vermont	1/1/2021	\$5.46	\$5.88	<a href="https://labor.vermont.gov/wage-and-hour">https://labor.vermont.gov/wage-and-hour</a>	<a href="https://labor.vermont.gov/press-release/vermont-minimum-wage-increase-2021">https://labor.vermont.gov/press-release/vermont-minimum-wage-increase-2021</a>

FEDERAL CONTRACTORS	EFFECTIVE DATE	PREVIOUS WAGE RATE	2021 WAGE RATE	OFFICIAL INTERNET SITES FOR MINIMUM WAGE BY STATE AND/OR CITY
Federal Contractors	1/1/2021	\$10.80 per hour	\$10.95 per hour	<a href="https://www.federalregister.gov/documents/2020/08/31/2020-19037/establishing-a-minimum-wage-for-contractors-notice-of-rate-change-in-effect-as-of-january-1-2021">https://www.federalregister.gov/documents/2020/08/31/2020-19037/establishing-a-minimum-wage-for-contractors-notice-of-rate-change-in-effect-as-of-january-1-2021</a>
Tipped Employees (Federal Contracts)	1/1/2021	\$7.55 per hour	\$7.65 per hour	<a href="https://www.federalregister.gov/documents/2020/08/31/2020-19037/establishing-a-minimum-wage-for-contractors-notice-of-rate-change-in-effect-as-of-january-1-2021">https://www.federalregister.gov/documents/2020/08/31/2020-19037/establishing-a-minimum-wage-for-contractors-notice-of-rate-change-in-effect-as-of-january-1-2021</a>