

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

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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
California: Santa Clara	1/1/2021	\$15.40	\$15.65	https://www.santacalaraca.gov/business-development/business-services/minimum-wage-ordinance	
California: Sonoma (25 or fewer employees)	1/1/2021	\$12.50	\$14.00	https://www.sonomacity.org/minimum-wage-study/	
California: Sonoma (26 or more employees)	1/1/2021	\$13.50	\$15.00	https://www.sonomacity.org/minimum-wage-study/	
California: South San Francisco	1/1/2021	\$15.00	\$15.24	https://www.ssf.net/departments/city-manager/local-minimum-wage#:~:text=Need%20to%20Know,Starting%20January%201%2C%202021%2C%20all%20businesses%20operating%20within%20the%20geographic,or%20more%20hours%20per%20week.&text=To%20report%20a%20suspected%20violation%2C%20you%20must%20submit%20a,in%20writing%20to%20the%20City.	
California: Sunnyvale	1/1/2021	\$16.05	\$16.30	https://sunnyvale.ca.gov/business/doingbusiness/wage.htm	
Colorado	1/1/2021	\$12.00	\$12.32	https://cdle.colorado.gov/press-releases/press-release-public-comment-now-open-on-colorados-2021-minimum-wage-other-new#:~:text=DENVER%20%2D%20The%20Colorado%20Department%20of,required%20by,%20the%20Colorado%20Constitution.	
Colorado: Denver	1/1/2021	\$12.85	\$14.77	https://www.denvergov.org/content/denvergov/en/mayors-office/newsroom/2019/final-proposal-to-raise-denver-s-minimum-wage-submitted-to-city-.html	
Florida	1/1/2021	\$8.56	\$8.65	http://www.floridajobs.org/business-growth-and-partnerships/for-employers/display-posters-and-required-notice	http://www.floridajobs.org/docs/default-source/business-growth-and-partnerships/for-employers/posters-and-required-notice/2021-minimum-wage/poster-fl-minimum-wage-2021-english.pdf?sfvrsn=74a4bb0_2
Illinois (4 or more employees)	1/1/2021	\$10.00	\$11.00	https://www2.illinois.gov/idol/Laws-Rules/FLS/Pages/minimum-wage-rates-by-year.aspx	
Long Island and Westchester	12/31/2020	\$13.00	\$14.00	https://www.labor.ny.gov/workerprotection/laborstandards/workprot/minwage.shtm	
Maine	1/1/2021	\$12.00	\$12.15	https://www.maine.gov/labor/news_events/article.shtm?id=3321670#:~:text=AUGUSTA%20%2D%20The%20Maine%20Department%20of,Labor%20Bureau%20of%20Labor%20Statistics.	https://legislature.maine.gov/statutes/26/title26sec664.html
Maryland (15 or more employees)	1/1/2021	\$11.00	\$11.75	https://www.dlir.state.md.us/labor/wages/minimumwagelaw.pdf	
Maryland (14 or fewer employees)	1/1/2021	\$11.00	\$11.60	https://www.dlir.state.md.us/labor/wages/minimumwagelaw.pdf	
Massachusetts	1/1/2021	\$12.75	\$13.50	https://www.mass.gov/info-details/mass-general-laws-c151-ss-1#effective-until-january-1,-2020-	
Michigan	1/1/2021	\$9.65	\$9.87	https://www.michigan.gov/lara/0,4601,7-154-11472-492482--,00.html	
Minnesota (\$500K Gross)	1/1/2021	\$10.00	\$10.08	https://www.dli.mn.gov/business/employment-practices/minimum-wage-minnesota	
Minnesota (Less than \$500k gross & certain hotels, etc.)	1/1/2021	\$8.15	\$8.21	https://www.dli.mn.gov/business/employment-practices/minimum-wage-minnesota	
Minnesota: 90-day training wage (under 20 years of age)	1/1/2021	\$8.15	\$8.21	https://www.dli.mn.gov/business/employment-practices/minimum-wage-minnesota	
Minnesota: Youth wage (under 18 years of age)	1/1/2021	\$8.15	\$8.21	https://www.dli.mn.gov/business/employment-practices/minimum-wage-minnesota	
Missouri	1/1/2021	\$9.45	\$10.30	https://www.dol.gov/agencies/whd/minimum-wage/state#mo	
Montana	1/1/2021	\$8.65	\$8.75	http://erd.dli.mt.gov/labor-standards/wage-and-hour-payment-act/state-minimum-wage	
New Jersey (Small or seasonal, farm hourly or piece rate)	1/1/2021	\$10.30	\$11.10	https://www.njleg.state.nj.us/2018/Bills/A0500/15_R1.PDF	
New Mexico	1/1/2021	\$9.00	\$10.50	https://www.dws.state.nm.us/Minimum-Wage-Information	

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New Mexico (Albuquerque) No Health Benefits	1/1/2021	\$9.35	\$10.50	https://www.cabq.gov/legal/news/albuquerque-minimum-wage-2021	
New Mexico (Albuquerque) With Health Benefits and or Childcare Benefits	1/1/2021	\$8.35	\$9.50	https://www.cabq.gov/legal/news/albuquerque-minimum-wage-2021	
New Mexico: Bernalillo County (Unicorp., No Health &/or Childcare Benefits)	1/1/2021	\$9.20	\$9.35	https://www.cabq.gov/legal/news/albuquerque-minimum-wage-2021	
New Mexico: Bernalillo County (Unicorp., Health &/or Childcare Benefits)	1/1/2021	\$8.20	\$8.35	https://www.cabq.gov/legal/news/albuquerque-minimum-wage-2021	https://library.municode.com/nm/bernalillo_county/codes/code_of_ordinances?nodeId=BECOCO_CH2AD_ARTIIIO_FEM_DIV6MIWAOR_S2-220MIWA
New Mexico: Las Cruces	1/1/2021	\$10.25	\$10.50	https://www.las-cruces.org/civicalerts.aspx?aid=3875	
New York City Large Employers (11 or more employees)	12/31/2020	\$15.00	TBA*	https://www.labor.ny.gov/workerprotection/laborstandards/workprot/minwage.shtm	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*	https://www.labor.ny.gov/workerprotection/laborstandards/workprot/minwage.shtm	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	https://www.labor.ny.gov/workerprotection/laborstandards/workprot/minwage.shtm	
New York: Long Island	12/31/2020	\$13.00	\$14.00	https://www.labor.ny.gov/workerprotection/laborstandards/workprot/minwage.shtm	
New York State (Remainder)	12/31/2020	\$11.80	\$12.50	https://www.labor.ny.gov/workerprotection/laborstandards/workprot/minwage.shtm	
New York State (Remainder): Fast food employees	12/31/2020	\$13.75	\$14.50	https://www.labor.ny.gov/formsdocs/wp/CR146.pdf	
Ohio	1/1/2021	\$8.70	\$8.80	https://www.com.ohio.gov/documents/dico_2021MinimumWageposter.pdf	
South Dakota	1/1/2021	\$9.30	\$9.45	https://dlr.sd.gov/employment_laws/minimum_wage.aspx	https://dlr.sd.gov/employment_laws/publications/min_wage_poster_2021.pdf
Vermont	1/1/2021	\$10.96	\$11.75	https://labor.vermont.gov/press-release/vermont-minimum-wage-increase-2021	
Washington	1/1/2021	\$13.50	\$13.69	https://ini.wa.gov/workers-rights/wages/minimum-wage/	https://app.leg.wa.gov/rcw/default.aspx?cite=49.46.020
Washington: Seattle (500 or Fewer Employees & Employee paid benefits)	1/1/2021	\$13.50	\$15.00	http://www.seattle.gov/laborstandards/ordinances/minimum-wage	
Washington: Seattle (500 or Fewer Employees - No employee paid benefits)	1/1/2021	\$15.75	\$16.69	http://www.seattle.gov/laborstandards/ordinances/minimum-wage	
Washington: Seattle (501 or More Employees)	1/1/2021	\$16.00	\$16.69	http://www.seattle.gov/laborstandards/ordinances/minimum-wage	
Washington: SeaTac	1/1/2021	\$16.34	\$16.57	https://www.seatacwa.gov/our-city/employment-standards-ordinance	https://www.seatacwa.gov/home/showdocument?id=29480
* 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.					

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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	https://www.flagstaff.az.gov/3520/Minimum-Wage	
Arkansas (Unchanged)	1/1/2021	\$2.63	\$2.63	https://www.labor.arkansas.gov/divisions/labor-standards/minimum-wage-and-overtime/	https://www.labor.arkansas.gov/wp-content/uploads/2020/09/20FactArkansasMinimumWage.pdf
Colorado	1/1/2021	\$8.98	\$9.30	https://cdle.colorado.gov/press-releases/press-release-public-comment-now-open-on-colorados-2021-minimum-wage-other-new	
Florida	1/1/2021	\$5.54	\$5.63	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	
Maine: Portland	1/1/2021	\$5.90	\$6.08	https://www.portlandmaine.gov/1671/Minimum-Wage	
Massachusetts	1/1/2021	\$4.95	\$5.55	https://www.mass.gov/info-details/massachusetts-law-about-minimum-wage	
Michigan	1/1/2021	\$3.67	\$3.75	https://www.michigan.gov/lara/0,4601,7-154-11472-492482--,00.html	
New Jersey (Unchanged)	1/1/2021	\$7.87	\$7.87	https://www.nj.gov/labor/forms_pdfs/wagehour/minimumwage_postcard.pdf	
New Mexico (Albuquerque)	1/1/2021	\$5.60	\$6.30	https://www.cabq.gov/legal/news/albuquerque-minimum-wage-2021	
New Mexico: Las Cruces	1/1/2021	\$4.10	\$4.20	https://www.las-cruces.org/CivicAlerts.aspx?AID=3875	
Ohio	1/1/2021	\$4.35	\$4.40	https://www.com.ohio.gov/documents/dico_2021MinimumWageposter.pdf	
South Dakota	1/1/2021	\$4.65	\$4.72	https://dir.sd.gov/employment_laws/publications/min_wage_poster_2021.pdf	
Vermont	1/1/2021	\$5.46	\$5.88	https://labor.vermont.gov/wage-and-hour	https://labor.vermont.gov/press-release/vermont-minimum-wage-increase-2021

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	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
Tipped Employees (Federal Contracts)	1/1/2021	\$7.55 per hour	\$7.65 per hour	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