



# State and Local Minimum Wages

UPDATED: JANUARY 2021

The federal Fair Labor Standards Act (FLSA) establishes minimum wage and overtime requirements for employers in the private sector and for federal, state, and local governments. The current federal minimum wage is \$7.25 per hour. Covered nonexempt employees must receive overtime pay for hours worked over 40 per workweek (any fixed and regularly recurring period of 168 hours, or seven consecutive 24-hour periods) at a rate not less than one and one-half times the regular rate of pay.

Many states and localities also have minimum wage laws. If an employee is covered by more than one minimum wage law, the employee is entitled to the higher minimum wage. Review local minimum wages beginning on [page 11](#).

This chart reflects the current state and local minimum wages in effect as of January 1, 2021, as well as future enacted increases, and will be reviewed midyear for any changes. Review the coverage requirements applicable to states or localities where you conduct business to determine which minimum wage rates apply to your employees. If there is no information listed in the state's "Coverage" box, then the state minimum wage law generally applies to all employers. If a state does not have a minimum wage law, then employers must comply with the FLSA. Finally, if there is no information in the chart's "Premium Pay" box, then compliance with the FLSA is also required.

JURISDICTION	COVERAGE	MINIMUM WAGE AS OF JANUARY 1, 2021	FUTURE MINIMUM WAGE	EFFECTIVE FUTURE DATE	PREMIUM PAY AFTER DESIGNATED HOURS ±	
					DAILY	WEEKLY
<b>Alabama</b>	No state minimum wage law, FLSA compliance required.	\$7.25				
<b>Alaska</b>		\$10.34	TBD based on annual CPI increase	1/1/2022	8	40
					<p>Under a voluntary flexible work hour plan approved by the Alaska Department of Labor, a 10-hour day, 40-hour workweek may be instituted with premium pay after 10 hours a day instead of after 8 hours.</p> <p>The premium overtime pay requirement on either a daily or weekly basis is not applicable to employers with fewer than 4 employees.</p>	
<b>Arizona</b>		\$12.15	TBD based on annual cost of living increase	1/1/2022		
<b>Arkansas</b>	Employers with 4 or more employees.	\$11.00	TBD			40

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					DAILY	WEEKLY
<b>California</b>	Small employers (1 – 25 employees)	\$13.00	\$14.00 \$15.00	1/1/2022 1/1/2023	Over 8: Time and a half	Over 40: Time and a half
	Large employers (26 or more employees)	\$14.00	\$15.00 TBD based on annual CPI increase	1/1/2022 1/1/2023	Over 12: Double time	On 7 <sup>th</sup> day: First 8 hours, time and a half; over 8 hours on 7 <sup>th</sup> day, double time
<p>Time and a half: 1) Any work in excess of 8 hours in one workday, 2) any work in excess of 40 hours in one workweek, and 3) the first 8 hours worked on the 7<sup>th</sup> day of work in any one workweek.</p> <p>Double time: 1) Any work in excess of 12 hours in one day, and 2) any work in excess of 8 hours on any 7<sup>th</sup> day of a workweek.</p> <p>Exceptions apply to an alternative workweek and for time spent commuting. (See Labor Code § 510)</p>						
<b>Colorado</b>	Minimum wage rate and overtime provisions apply to retail and service, commercial support service, food and beverage, and health and medical industries.	\$12.32	TBD based on annual cost of living increase	1/1/2022	12	40
<b>Connecticut</b>		\$12.00	\$13.00 \$14.00 \$15.00 TBD based on annual employment cost index increase	8/1/2021 7/1/2022 6/1/2023 1/1/2024		40
In restaurants and hotel restaurants, for the 7 <sup>th</sup> consecutive day of work, premium pay is required at time and a half the minimum rate.						
<b>Delaware</b>		\$9.25				
<b>District of Columbia (D.C.)</b>		\$15.00	TBD based on annual CPI increase	7/1/2021		40

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					DAILY	WEEKLY
<b>Florida</b>		\$8.65	\$10.00 \$11.00 \$12.00 \$13.00 \$14.00 \$15.00 TBD based on annual indexed increase	9/30/2021 9/30/2022 9/30/2023 9/30/2024 9/30/2025 9/30/2026 9/30/2027		
<b>Georgia</b>	Employers with 6 or more employees, excluding employment subject to the FLSA when the federal rate is greater than the state rate.	\$7.25 (\$5.15 if not covered by the FLSA)				
<b>Hawaii</b>	An employee earning a guaranteed monthly compensation of \$2,000 or more is exempt from the state minimum wage and overtime law.  The state law excludes from coverage any employment that is subject to the federal FLSA unless the state wage rate is higher than the federal.	\$10.10				40
<b>Idaho</b>	No state minimum wage law, FLSA compliance required.	\$7.25				
<b>Illinois</b>	Employers with 4 or more employees, excluding family members.	\$11.00	\$12.00 \$13.00 \$14.00 \$15.00	1/1/2022 1/1/2023 1/1/2024 1/1/2025		40
<b>Indiana</b>	Employers with 2 or more employees.	\$7.25				40

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					DAILY	WEEKLY
Iowa		\$7.25				
Kansas	Excludes from coverage any employment that is subject to the FLSA.	\$7.25				46 <b>Note:</b> Federal law requires overtime once an employee has worked 40 hours in a week.
Kentucky		\$7.25				40 7 <sup>th</sup> day  The 7 <sup>th</sup> day overtime law, which is separate from the minimum wage law, differs in coverage and requires premium pay on the 7 <sup>th</sup> day for those employees who work 7 days in any one workweek.
Louisiana	No state minimum wage law, FLSA compliance required.	\$7.25				
Maine		\$12.15	TBD based on annual cost of living increase	1/1/2022		40
Maryland		Small employers (14 or fewer employees): \$11.60	\$12.20 \$12.80 \$13.40 \$14.00 \$14.60 \$15.00	1/1/2022 1/1/2023 1/1/2024 1/1/2025 1/1/2026 7/1/2026		40
		Large employers (15 or more employees): \$11.75	\$12.50 \$13.25 \$14.00 \$15.00	1/1/2022 1/1/2023 1/1/2024 1/1/2025		

JURISDICTION	COVERAGE	MINIMUM WAGE AS OF JANUARY 1, 2021	FUTURE MINIMUM WAGE	EFFECTIVE FUTURE DATE	PREMIUM PAY AFTER DESIGNATED HOURS ±	
					DAILY	WEEKLY
<b>Massachusetts</b>		\$13.50	\$14.25 \$15.00	1/1/2022 1/1/2023		40
<b>Michigan</b>	Employers with 2 or more employees, excluding employment subject to the FLSA unless the state wage rate is higher than the federal.	\$9.65	\$9.87 \$10.10 \$10.33 \$10.56 \$10.80 \$11.04 \$11.29 \$11.54 \$11.79 \$12.05	1/1/2022 1/1/2023 1/1/2024 1/1/2025 1/1/2026 1/1/2027 1/1/2028 1/1/2029 1/1/2030 1/1/2031		40
<b>Minnesota</b>	Small employers (less than \$500,000 annual gross revenues and certain hotels)	\$8.21	TBD based on indexed annual increase	1/1/2022		48
	Large employers (\$500,000 annual gross revenues)	\$10.08				48
<b>Mississippi</b>	No state minimum wage law, FLSA compliance required.	\$7.25				
<b>Missouri</b>	In addition to the exemption for federally covered employment, the law exempts, among others, employees of a retail or service business with gross annual sales or business receipts of less than \$500,000.	\$10.30	\$11.15 \$12.00  TBD based on indexed annual increase	1/1/2022 1/1/2023		40
				1/1/2024	Premium pay required after 52 hours in seasonal amusement or recreation businesses.	

JURISDICTION	COVERAGE	MINIMUM WAGE AS OF JANUARY 1, 2021	FUTURE MINIMUM WAGE	EFFECTIVE FUTURE DATE	PREMIUM PAY AFTER DESIGNATED HOURS ±	
					DAILY	WEEKLY
<b>Montana</b>	General	\$8.75	TBD based on annual CPI increase	1/1/2022		40
	Businesses not covered by the FLSA with gross annual sales of \$110,000 or less.	\$4.00				
<b>Nebraska</b>	Employers with 4 or more employees.	\$9.00				
<b>Nevada</b>	With benefits	\$8.00	\$8.75 \$9.50 \$10.25 \$11.00 TBD based on annual CPI increase	7/1/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2025	8	40
	Without benefits		\$9.00	\$9.75 \$10.50 \$11.25 \$12.00 TBD based on annual CPI increase		
<b>New Hampshire</b>	No state minimum wage law, FLSA compliance required.	\$7.25				40
<b>New Jersey</b>		\$12.00	\$13.00 \$14.00 \$15.00 TBD based on annual CPI increase	1/1/2022 1/1/2023 1/1/2024 1/1/2025		40
	Seasonal and small employers (fewer than 6 employees)		\$11.10	\$11.90 \$12.70 \$13.50 \$14.30 \$15.00 TBD based on annual CPI increase	1/1/2022 1/1/2023 1/1/2024 1/1/2025 1/1/2026 1/1/2027	

JURISDICTION	COVERAGE	MINIMUM WAGE AS OF JANUARY 1, 2021	FUTURE MINIMUM WAGE	EFFECTIVE FUTURE DATE	PREMIUM PAY AFTER DESIGNATED HOURS ±	
					DAILY	WEEKLY
<b>New Mexico</b>		\$10.50	\$11.50 \$12.00	1/1/2022 1/1/2023		40
<b>New York</b>	Greater New York State	\$12.50	TBD based on annual inflation increase to max target of \$15.00	12/31/2021		40
<b>North Carolina</b>		\$7.25				40
					Premium pay is required after 45 hours a week in seasonal amusements or recreational establishments.	
<b>North Dakota</b>		\$7.25				40
<b>Ohio</b>	Employers that gross \$323,000 or more.  Employers that gross less than \$323,000 must pay no less than the federal minimum wage.	\$8.80  \$7.25	TBD based on annual CPI increase	1/1/2022		40
<b>Oklahoma</b>	Employers with 10 or more full-time employees in one location or more than \$100,000 in annual business.  All other employers, except where federal law applies.	\$7.25  \$2.00				40



JURISDICTION	COVERAGE	MINIMUM WAGE AS OF JANUARY 1, 2021	FUTURE MINIMUM WAGE	EFFECTIVE FUTURE DATE	PREMIUM PAY AFTER DESIGNATED HOURS ±	
					DAILY	WEEKLY
<b>Oregon</b>	Standard	\$12.00	\$12.75 \$13.50 TBD based on annual CPI increase	7/1/2021 7/1/2022 7/1/2023		40
	Portland metro	\$13.25	\$14.00 \$14.75 \$1.25 over the standard minimum wage	7/1/2021 7/1/2022 7/1/2023	Premium pay required after 10 hours a day in nonfarm canneries, driers, or packing plants, and in mills, factories, or manufacturing establishments (excluding sawmills, planing mills, shingle mills, and logging camps).	
	Nonurban counties	\$11.50	\$12.00 \$12.50 \$1.00 less than the standard minimum wage	7/1/2021 7/1/2022 7/1/2023		
<b>Pennsylvania</b>		\$7.25				
<b>Rhode Island</b>		\$11.50		No scheduled increases		40
<b>South Carolina</b>	No state minimum wage law, FLSA compliance required.	\$7.25				
<b>South Dakota</b>		\$9.45	TBD based on annual indexed increase	1/1/2022		
<b>Tennessee</b>	No state minimum wage law, FLSA compliance required.	\$7.25				
<b>Texas</b>	Excludes any employment that is subject to the FLSA.	\$7.25				
<b>Utah</b>	Excludes any employment that is subject to the FLSA.	\$7.25				

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					DAILY	WEEKLY	
<b>Vermont</b>	Employers with 2 or more employees.	\$11.75	\$12.55 TBD by the lesser of 5% or the percentage increase of the CPI	1/1/2022 1/1/2023		40	The state overtime pay provision has very limited application because it exempts numerous types of establishments, such as retail and service; seasonal amusement/recreation; hotels, motels, restaurants; and transportation employees to whom the federal FLSA overtime provision does not apply.
<b>Virginia</b>	Employers with 4 or more employees.	\$7.25	\$9.50 \$11.00 \$12.00 \$13.50 \$15.00 TBD by the greater of the federal minimum wage or the adjusted state minimum wage	5/1/2021 1/1/2022 1/1/2023 1/1/2025 1/1/2026 1/1/2027			
<b>Washington</b>		\$13.69	TBD by the annual indexed increase	1/1/2022		40	
<b>West Virginia</b>	Employers with 6 or more nonexempt employees at one location.	\$8.75				40	
<b>Wisconsin</b>		\$7.25				40	
<b>Wyoming</b>		\$7.25 (\$5.15 if not covered by the FLSA)					

# Local Minimum Wage Ordinances

STATE	LOCALITY	COVERAGE	MINIMUM WAGE AS OF JANUARY 1, 2021	FUTURE MINIMUM WAGE	EFFECTIVE FUTURE DATE
Arizona	Flagstaff	All employers	\$15.00 or \$2.00 above state minimum wage, whichever is higher	\$15.50 or \$2.00 above state minimum wage, whichever is higher	1/1/2022
				TBD based on annual indexed increase	1/1/2023
California	Alameda	All employers	\$15.00	TBD*	7/1/2022
	Belmont	All employers	\$15.90	TBD*	1/1/2022
	Berkeley	All employers	\$16.07	TBD*	7/1/2021
	Burlingame	All employers	\$15.00	TBD*	1/1/2022
	Cupertino	All employers	\$15.65	TBD*	1/1/2022
	Daly City	All employers	\$15.00	TBD*	1/1/2022
	El Cerrito	All employers	\$15.61	TBD*	1/1/2022
	Emeryville	All employers	\$16.84	TBD*	7/1/2021
	Fremont	Employers with 25 or fewer employees	Employers with 25 or fewer employees	\$13.50	\$15.00
TBD*					7/1/2022
		Employers with 26 or more employees	\$15.00	TBD*	7/1/2021

\*Rate based on annual inflation increase

STATE	LOCALITY	COVERAGE	MINIMUM WAGE AS OF JANUARY 1, 2021	FUTURE MINIMUM WAGE	EFFECTIVE FUTURE DATE
California (cont'd)	Half Moon Bay	All employers	\$15.00	TBD*	1/1/2022
	Hayward	Employers with 25 or fewer employees	\$14.00	TBD*	1/1/2022
		Employers with 26 or more employees	\$15.00	TBD*	1/1/2022
	Long Beach	Employers that own, operate, or control hotels with 100 or more guest rooms	\$15.47	TBD*	7/1/2021
		Long Beach Airport and Convention Center concessionaires	\$15.30	TBD*	7/1/2021
	Los Altos	All employers	\$15.65	TBD*	1/1/2022
	Los Angeles City	General industry employers with 25 or fewer employees	\$14.25	\$15.00 TBD*	7/1/2021 7/1/2022
		General industry employers with 26 or more employees	\$15.00	TBD*	7/1/2022
	Los Angeles County (unincorporated areas)	Employers with 25 or fewer employees	\$14.25	\$15.00 TBD*	7/1/2021 7/1/2022
		Employers with 26 or more employees	\$15.00	TBD*	7/1/2022
	Malibu	Employers with 25 or fewer employees	\$14.25	\$15.00 TBD*	7/1/2021 7/1/2022
		Employers with 26 or more employees	\$15.00	TBD*	7/1/2022

\*Rate based on annual inflation increase

STATE	LOCALITY	COVERAGE	MINIMUM WAGE AS OF JANUARY 1, 2021	FUTURE MINIMUM WAGE	EFFECTIVE FUTURE DATE
<b>California</b> (cont'd)	Menlo Park	All employers in Menlo Park	\$15.25	TBD*	1/1/2022
	Milpitas	All employers	\$15.40	TBD*	7/1/2021
	Mountain View	Employers who are subject to the Mountain View Business License Tax or who maintain a facility in Mountain View	\$16.30	TBD*	1/1/2022
	Novato	All employers	Business with 100+ employees: \$15.24	TBD*	1/1/2022
			Business with 26 – 99 employees: \$15.00	TBD*	1/1/2022 1/1/2023
			Business with 1 – 25 employees: \$14.00	\$15.00 TBD*	1/1/2022 1/1/2023
Oakland	General industry employers	\$14.36	TBD*	1/1/2022	
	Employers that own, operate, or control hotels with more than 50 guest rooms	\$15.61 with health benefits; \$20.82 without health benefits	TBD*	1/1/2023	

\*Rate based on annual inflation increase

STATE	LOCALITY	COVERAGE	MINIMUM WAGE AS OF JANUARY 1, 2021	FUTURE MINIMUM WAGE	EFFECTIVE FUTURE DATE
California (cont'd)	Palo Alto	All employers	\$15.65	TBD*	1/1/2022
	Pasadena	Employers with 25 or fewer employees	\$14.25	\$15.00 TBD*	7/1/2021 7/1/2022
		Employers with 26 or more employees	\$15.00	TBD*	7/1/2022
	Petaluma	All employers	\$15.20	TBD*	1/1/2022
	Redwood City	All employers	\$15.62	TBD*	1/1/2022
	Richmond	All employers	\$15.21	TBD*	1/1/2022
	San Carlos	All employers	\$15.24	TBD*	1/1/2022
	San Diego	All employers	\$14.00	TBD*	1/1/2022
	San Francisco	All employers	\$16.07	TBD*	7/1/2021
	San Jose	All employers	\$15.45	TBD*	1/1/2022
	San Leandro	All employers	\$15.00		
	San Mateo	All employers	\$15.62	TBD*	1/1/2022
	Santa Clara City	All employers	\$15.65	TBD*	1/1/2022

\*Rate based on annual inflation increase

STATE	LOCALITY	COVERAGE	MINIMUM WAGE AS OF JANUARY 1, 2021	FUTURE MINIMUM WAGE	EFFECTIVE FUTURE DATE	
<b>California</b> (cont'd)	Santa Monica	General industry employers with 25 or fewer employees	\$14.25	\$15.00 TBD*	7/1/2021 7/1/2022	
		General industry employers with 26 or more employees	\$15.00	TBD*	7/1/2022	
		All hotel industry employers	\$17.13	TBD*	7/1/2021	
	Santa Rosa	All employers	\$15.20	TBD*	1/1/2022	
	Sonoma	Employers with 25 or fewer employees	\$14.00	\$15.00 \$16.00 TBD*	1/1/2022 1/1/2023 1/1/2024	
			Employers with 26 or more employees	\$15.00	\$16.00 \$17.00 TBD*	1/1/2022 1/1/2023 1/1/2024
	South San Francisco	All businesses operating within the geographic boundaries of the City of South San Francisco	\$15.24	TBD*	1/1/2022	
	Sunnyvale	All employers	\$16.30	TBD*	1/1/2022	
	<b>Colorado</b>	Denver	All employers	\$14.77	\$15.87 TBD*	1/1/2022 1/1/2023

\*Rate based on annual inflation increase

STATE	LOCALITY	COVERAGE	MINIMUM WAGE AS OF JANUARY 1, 2021	FUTURE MINIMUM WAGE	EFFECTIVE FUTURE DATE
<b>Illinois</b>	Chicago	Employers with 4 – 20 employees	\$13.50	\$14.00	7/1/2021
				\$14.50	7/1/2022
			\$15.00	7/1/2023	
			TBD*	7/1/2024	
	Employers with 21 or more employees	\$14.00	\$15.00	7/1/2021	
			TBD*	7/1/2022	
	Cook County	All employers	\$13.00	TBD*	7/1/2021
<b>Maine</b>	Portland	All employers	\$12.15	TBD*	1/1/2022
<b>Maryland</b>	Montgomery County	Employers with 10 or fewer employees	\$13.00	\$13.50	7/1/2021
				\$14.00	7/1/2022
				\$14.50	7/1/2023
				\$15.00	7/1/2024
			TBD*	7/1/2025	
		Employers with 11 – 50 employees	\$13.25	\$14.00	7/1/2021
				\$14.50	7/1/2022
				\$15.00	7/1/2023
				TBD*	7/1/2024
		Employers with 51 or more employees	\$14.00	\$15.00	7/1/2021
			TBD*	7/1/2022	
	Prince George's County	Small employers (14 or fewer employees)	\$11.60	State minimum wage	1/1/2022
Large employers (15 or more employees)			\$11.75		

\*Rate based on annual inflation increase



STATE	LOCALITY	COVERAGE	MINIMUM WAGE AS OF JANUARY 1, 2021	FUTURE MINIMUM WAGE	EFFECTIVE FUTURE DATE
Minnesota	Minneapolis	Employers with 100 or fewer employees	\$11.75	\$12.50	7/1/2021
				\$13.50	7/1/2022
				\$14.50	7/1/2023
				Equal to large employer	7/1/2024
				\$14.25	7/1/2021
				\$15.00	7/1/2022
	St. Paul	Employers with 1 – 5 employees	\$9.25	TBD*	7/1/2023
				\$10.00	7/1/2021
				\$10.75	7/1/2022
				\$11.50	7/1/2023
				\$12.25	7/1/2024
				\$13.25	7/1/2025
	St. Paul	Employers with 6 – 100 employees	\$10.00	\$14.25	7/1/2026
				\$15.00	7/1/2027
				City rate (determined by director of labor)	7/1/2028
				\$11.00	7/1/2021
				\$12.00	7/1/2022
				\$13.00	7/1/2023
St. Paul	Employers with 101 – 10,000 employees	\$11.50	\$14.00	7/1/2024	
			\$15.00	7/1/2025	
			City rate	7/1/2026	
			\$12.50	7/1/2021	
			\$13.50	7/1/2022	
			\$15.00	7/1/2023	
City rate	7/1/2024				

\*Rate based on annual inflation increase

STATE	LOCALITY	COVERAGE	MINIMUM WAGE AS OF JANUARY 1, 2021	FUTURE MINIMUM WAGE	EFFECTIVE FUTURE DATE
<b>Minnesota</b> (cont'd)	St. Paul (cont'd)	Employers with 10,000 or more employees	\$12.50	\$15.00	7/1/2022
				City rate	1/1/2023
<b>New Mexico</b>	Albuquerque (As of January 1, 2021, the State of New Mexico's minimum wage rate increased to \$10.50 per hour. The City of Albuquerque Minimum Wage Ordinance's annual wage rate adjustment must therefore comply with this higher state-mandated rate of \$10.50 per hour.)	All employers	\$9.50 with health or child care benefits; \$10.50 without health or child care benefits	TBD*	1/1/2022
	Bernalillo County (unincorporated area)	All employers	\$9.35	TBD*	1/1/2022
	Las Cruces	All employers	\$10.50	TBD*	1/1/2022
	Santa Fe (city)	All employers	\$12.10	TBD*	3/1/2021
	Santa Fe County	All employers	\$12.10	TBD*	3/1/2021
<b>New York</b>	New York City (NYC)	All NYC employers	\$15.00		
	Fast food worker (inside NYC)	All NYC employers	\$15.00		
	Fast food worker (outside NYC)	All employers outside NYC	\$14.50	\$15.00	7/1/2021
	Long Island and Westchester	All Long Island and Westchester employers	\$14.00	\$15.00	12/31/2021
		Note: The minimum wage is based on where an employee performs work. Workers must be paid the minimum wage rate for their work location regardless of where the main office of their employer is located).			

\*Rate based on annual inflation increase

STATE	LOCALITY	COVERAGE	MINIMUM WAGE AS OF JANUARY 1, 2021	FUTURE MINIMUM WAGE	EFFECTIVE FUTURE DATE
<b>Washington</b>	SeaTac	All hospitality and transportation employers	\$16.57	TBD*	1/1/2022
	Seattle	Employers with 500 or fewer employees	\$15.00 with health benefits; \$16.69 without health benefits		
		Employers with 501 or more employees	\$16.69	TBD*	1/1/2022
	Tacoma	All employers	\$13.69 (state minimum wage)	TBD*	1/1/2022

\*Rate based on annual inflation increase