

Jurisdiction	City/County	2021 Minimum Wage Change Date	2021 Minimum Wage Rates	2021 Minimum Cash Wage	2021 Maximum Tip Credit
Federal		N/A	N/A	\$2.13	\$5.12
Alabama		N/A	N/A	N/A	N/A
Alaska		1-Jan-21	\$10.34	Prohibited	Prohibited
Arizona		1-Jan-21	\$12.15	\$9.15	\$3.00
Arizona	Flagstaff	1-Jan-21	\$15.00	\$12.00	\$3.00
Arkansas		1-Jan-21	\$11.00	\$2.63	\$8.37
California		1-Jan-21	\$13.00 (small employers), \$14.00 (large employers)	Prohibited	Prohibited
California	Belmont	1-Jan-21	\$15.90	Prohibited	Prohibited
California	Berkeley	1-Jul-21	\$16.32	Prohibited	Prohibited
California	Burlingame	1-Jan-21	\$15.00	Prohibited	Prohibited
California	Cupertino	1-Jan-21	\$15.65	Prohibited	Prohibited
California	Daly City	1-Jan-21	\$15.00	Prohibited	Prohibited
California	El Cerrito	1-Jan-21	\$15.61	Prohibited	Prohibited
California	Emeryville	1-Jul-21	\$17.13	Prohibited	Prohibited
California	Fremont	1-Jul-21	\$15.00 (small employers), \$15.25 (large employers)	Prohibited	Prohibited
California	Half Moon Bay	1-Jan-21	\$15.00	Prohibited	Prohibited
California	Hayward	1-Jan-21	\$14.00 (small employers), \$15.00 (large employers)	Prohibited	Prohibited
California	Los Altos	1-Jan-21	\$15.65	Prohibited	Prohibited
California	Los Angeles	1-Jul-21	\$15.00 (both small employers and large employers)	Prohibited	Prohibited
California	Los Angeles County	1-Jul-21	\$15.00 (both small employers and large employers)	Prohibited	Prohibited
California	Malibu	1-Jul-21	\$15.00 (both small employers and large employers)	Prohibited	Prohibited
California	Menlo Park	1-Jan-21	\$15.25	Prohibited	Prohibited
California	Milpitas	1-Jul-21	\$15.65	Prohibited	Prohibited
California	Mountain View	1-Jan-21	\$16.30	Prohibited	Prohibited
California	Novato	1-Jan-21	\$14.00 (small employers), \$15.00 (large employers), adjusted for inflation (very large employers)	Prohibited	Prohibited
California	Oakland	1-Jan-21	\$14.36	Prohibited	Prohibited
California	Palo Alto	1-Jan-21	\$15.65	Prohibited	Prohibited
California	Pasadena	1-Jul-21	\$15.00 (both small employers and nonprofits and large employers)	Prohibited	Prohibited
California	Petaluma	1-Jan-21	\$15.20 (both small employers and large employers)	Prohibited	Prohibited
California	Redwood City	1-Jan-21	\$15.62	Prohibited	Prohibited
California	Richmond	1-Jan-21	\$13.71 (with medical benefits), \$15.21 (without medical benefits)	Prohibited	Prohibited
California	San Carlos	1-Jan-21	\$15.24	Prohibited	Prohibited
California	San Diego	1-Jan-21	\$14.00	Prohibited	Prohibited
California	San Francisco	1-Jul-21	\$16.32	Prohibited	Prohibited

Key	
	Jan. 2021
	March 2021
	May 2021
	July 2021
	Aug. 2021

California	San Jose	1-Jan-21	\$15.45	Prohibited	Prohibited
California	San Leandro	N/A	N/A	Prohibited	Prohibited
California	San Mateo	1-Jan-21	\$15.62	Prohibited	Prohibited
California	Santa Clara	1-Jan-21	\$15.65	Prohibited	Prohibited
California	Santa Monica	1-Jul-21	\$15.00 (both small employers and large employers)	Prohibited	Prohibited
California	Santa Rosa	1-Jan-21	\$15.20 (both small employers and large employers)	Prohibited	Prohibited
California	Sonoma	1-Jan-21	\$14.00 (small employers), \$15.00 (large employers)	Prohibited	Prohibited
California	South San Francisco	1-Jan-21	\$15.24	Prohibited	Prohibited
California	Sunnyvale	1-Jan-21	\$16.30	Prohibited	Prohibited
Colorado		1-Jan-21	\$12.32	\$9.30	\$3.02
Colorado	Denver	1-Jan-21	\$14.77	\$11.75	\$3.02
Connecticut		1-Aug-21	\$13.00	\$6.38 (wait staff), \$8.23 (bartenders)	\$5.62 (wait staff), \$3.77 (bartenders)
Delaware		N/A	N/A	\$2.23	\$7.02
District of Columbia		1-Jul-21	\$15.20	\$5.00	\$10.00
Florida		1/1/2021 & 09/30/2021	\$8.65 (01/01/2021) \$10.00 (09/30/2021)	\$5.63	\$3.02
Georgia		N/A	N/A	N/A	N/A
Hawaii		N/A	N/A	\$9.35	\$0.75
Idaho		N/A	N/A	\$3.35	\$3.90
Illinois		1-Jan-21	11.00	\$6.60	\$4.40
Illinois	Chicago	1-Jul-21	\$14.00 (small employers), \$15.00 (large employers)	\$8.10-\$8.40	\$5.40-\$5.60
Illinois	Cook County	1-Jul-21	Adjusted for inflation	\$5.30	\$7.70
Indiana		N/A	N/A	\$2.13	\$5.12
Iowa		N/A	N/A	\$4.35	\$2.90
Kansas		N/A	N/A	\$2.13	\$5.12
Kentucky		N/A	N/A	\$2.13	\$5.12
Louisiana		N/A	N/A	N/A	N/A
Maine		1-Jan-21	\$12.15	\$6.075	\$6.075
Maine	Portland	1-Jan-21	\$12.15	\$6.075	\$6.075
Maryland		1-Jan-21	\$11.60 (small employers), \$11.75 (large employers)	\$3.63	\$7.97-\$8.12
Maryland	Montgomery County	1-Jul-21	\$13.50 (small employers), \$14.00 (mid-sized employers), \$15.00 (large employers)	\$4.00	\$9.00-\$10.00
Maryland	Prince George's County	1/1/2021	\$11.60 (small employers), \$11.75 (large employers)	\$3.63	\$7.97-\$8.12
Massachusetts		1-Jan-21	\$13.50	\$5.55	\$7.95
Michigan		1-Jan-21	\$9.87	\$3.67	\$5.98
Minnesota		1-Jan-21	\$8.21 (small employers), \$10.08 (large employers)	Prohibited	Prohibited
Minnesota	Minneapolis	1-Jul-21	\$12.50 (small employers), \$14.25 (large employers)	Prohibited	Prohibited
Minnesota	St. Paul	1-Jul-21	\$10.00 (micro employers), \$11.00 (small employers), \$12.50 (large employers), remains \$12.50 (macro employers)	Prohibited	Prohibited
Mississippi		N/A	N/A	N/A	N/A
Missouri		1-Jan-21	\$10.30	\$5.15	\$5.15
Montana		1-Jan-21	\$8.75	Prohibited	Prohibited
Nebraska		N/A	N/A	\$2.13	\$6.87

		1-Jul-21	\$8.75 (with health benefits), \$9.75 (without health benefits)	Prohibited	Prohibited
Nevada					
New Hampshire		N/A	N/A	\$3.27	\$3.98
New Jersey		1-Jan-21	\$11.10 (small employers and seasonal employers), \$12.00 (large employers)	\$4.13	\$7.87
New Mexico		1-Jan-21	\$10.50	\$2.55	\$7.95
New Mexico	Albuquerque	1-Jan-21	\$9.50 (with healthcare and/or childcare benefits (note: this will be less than the 2021 state minimum wage of \$10.50)), \$10.50 (without healthcare and/or childcare benefits)	\$6.30	\$3.20-\$4.20
New Mexico	Bernalillo County	1-Jan-21	\$8.35 (with healthcare and/or childcare benefits (note: this will be less than the 2021 state minimum wage of \$10.50)), \$9.35 (without healthcare and/or childcare benefits (note: this will be less than the 2021 state minimum wage of \$10.50))	\$2.13	\$6.22-\$7.22
New Mexico	Las Cruces	1-Jan-21	\$10.50	\$4.20	\$6.30
New Mexico	Santa Fe	1-Mar-21	\$12.32	\$2.55	\$9.55
New Mexico	Santa Fe County	1-Mar-21	\$12.32	\$3.62	\$8.48
New York	New York City	N/A	N/A	Varies by region, by industry and by type of worker	Varies by region, by industry and by type of worker
New York	Nassau County, Suffolk County and Westchester County	12/31/2020 & 07/01/2021	December 30, 2020 - \$14.00 (non-fast food employees), \$14.50 (fast food employees) July 1, 2021 - \$15.00 (fast food employees), remains \$14.00 (non-fast food employees) \$15.00 (both fast food employees and non-fast food employees)	Varies by region, by industry and by type of worker	Varies by region, by industry and by type of worker
New York	Except New York City, Nassau County, Suffolk County and Westchester County	12/31/2020 & 07/01/2021	\$12.50 (non-fast food employees), \$14.50 (fast food employees) July 1, 2021 - Remains \$12.50 (non-fast food employees), \$15.00 (fast food employees) December 31, 2021, and every December 31 thereafter - Adjusted for inflation until it reaches \$15.00 (non-fast food employees), remains \$15.00 (fast food employees)	Varies by region, by industry and by type of worker	Varies by region, by industry and by type of worker
North Carolina		N/A	N/A	\$2.13	\$5.12
North Dakota		N/A	N/A	\$4.86	\$2.39
Ohio		1-Jan-21	\$8.80	\$4.40	\$4.40
Oklahoma		N/A	N/A	\$3.63	\$3.62
Oregon	Nonrural Counties	1-Jul-21	\$12.75	Prohibited	Prohibited
Oregon	Rural Counties	1-Jul-21	\$12.00	Prohibited	Prohibited
Oregon	Portland Area	1-Jul-21	\$14.00	Prohibited	Prohibited
Pennsylvania		N/A	N/A	\$2.83	\$4.42
Rhode Island		N/A	N/A	\$3.89	\$7.61
South Carolina		N/A	N/A	N/A	N/A
South Dakota		1-Jan-21	\$9.45	\$4.725	\$4.725
Tennessee		N/A	N/A	N/A	N/A
Texas		N/A	N/A	\$2.13	\$5.12
Utah		N/A	N/A	\$2.13	\$5.12
Vermont		1-Jan-21	\$11.75	\$5.88	\$5.87
Virginia		1-May-21	\$9.50	\$2.13	\$5.12
Washington		1-Jan-21	\$13.69	Prohibited	Prohibited

Washington	Seattle	1-Jan-21	\$15.00 (Schedule 2 Employers), \$16.69 (Schedule 1 Employers and Schedule 2 Employers Minimum Compensation)	Prohibited	Prohibited
Washington	Tacoma	1-Jan-21	\$13.69	Prohibited	Prohibited
Washington	SeaTac	1-Jan-21	\$16.57	Prohibited	Prohibited
West Virginia		N/A	N/A	\$2.62	\$6.13
Wisconsin		N/A	N/A	\$2.33	\$4.92
Wyoming		N/A	N/A	\$2.13	\$3.02