

Jurisdiction	Minimum Wage Rate	Upcoming Changes
Federal	\$7.25	N/A
Alabama	N/A	N/A
Alaska	\$10.19	January 1, 2021 - \$10.34 January 1, 2022, and every January 1 thereafter - Adjusted for inflation
Arizona	\$12.00	January 1, 2021 - \$12.15 January 1, 2022, and every January 1 thereafter - Adjusted for inflation
Arizona (Flagstaff)	\$13.00	January 1, 2021 - \$15.00 January 1, 2022 - \$15.50 January 1, 2023, and every January 1 thereafter - Adjusted for inflation
Arkansas	\$10.00	January 1, 2021 - \$11.00
California	\$12.00 (small employers) \$13.00 (large employers)	January 1, 2021 - \$13.00 (small employers), \$14.00 (large employers) January 1, 2022 - \$14.00 (small employers), \$15.00 (large employers) January 1, 2023 - \$15.00 (both small employers and large employers) January 1, 2024, and every January 1 thereafter - Adjusted for inflation
California (Alameda)	\$15.00	July 1, 2022, and every July 1 thereafter - Adjusted for inflation
California (Belmont)	\$15.00	January 1, 2021 - \$15.90 January 1, 2022, and every January 1 thereafter - Adjusted for inflation
California (Berkeley)	\$16.07	July 1, 2021, and every July 1 thereafter - Adjusted for inflation
California (Burlingame)	N/A	January 1, 2021 - \$15.00 January 1, 2022, and every January 1 thereafter - Adjusted for inflation
California (Cupertino)	\$15.35	January 1, 2021 - \$15.65 January 1, 2022, and every January 1 thereafter - Adjusted for inflation
California (Daly City)	\$13.75	January 1, 2021 - \$15.00 January 1, 2022, and every January 1 thereafter - Adjusted for inflation
California (El Cerrito)	\$15.37	January 1, 2021 - \$15.61 January 1, 2022, and every January 1 thereafter - Adjusted for inflation
California (Emeryville)	\$16.84	July 1, 2021, and every July 1 thereafter - Adjusted for inflation
California (Fremont)	\$13.50 (small employers) \$15.00 (large employers)	July 1, 2021 - \$15.00 (small employers), adjusted for inflation (large employers) July 1, 2022, and every July 1 thereafter - Adjusted for inflation (both small employers and large employers)
California (Half Moon Bay)	N/A	January 1, 2021 - \$15.00 January 1, 2022, and every January 1 thereafter - Adjusted for inflation
California (Hayward)	N/A	January 1, 2021 - \$14.00 (small employers), \$15.00 (large employers) January 1, 2022 - Adjusted for inflation (both small employers and large employers) January 1, 2023 - \$15.00 (small employers), adjusted for inflation (large employers) January 1, 2024, and every January 1 thereafter - Adjusted for inflation (both small employers and large employers)
California (Los Altos)	\$15.40	January 1, 2021 - \$15.65 January 1, 2022, and every January 1 thereafter - Adjusted for inflation
California (Los Angeles)	\$14.25 (small employers) \$15.00 (large employers)	July 1, 2021 - \$15.00 (both small employers and large employers) July 1, 2022, and every July 1 thereafter - Adjusted for inflation (both small employers and large employers)
California (Los Angeles County)	\$14.25 (small employers) \$15.00 (large employers)	July 1, 2021 - \$15.00 (both small employers and large employers) July 1, 2022, and every July 1 thereafter - Adjusted for inflation (both small employers and large employers)
California (Malibu)	\$14.25 (small employers) \$15.00 (large employers)	July 1, 2021 - \$15.00 (both small employers and large employers) July 1, 2022, and every July 1 thereafter - Adjusted for inflation (both small employers and large employers)
California (Menlo Park)	\$15.00	January 1, 2021 - \$15.25 January 1, 2022, and every January 1 thereafter - Adjusted for inflation
California (Milpitas)	\$15.40	July 1, 2021, and every July 1 thereafter - Adjusted for inflation
California (Mountain View)	\$16.05	January 1, 2021 - \$16.30 January 1, 2022, and every January 1 thereafter - Adjusted for inflation
California (Novato)	\$13.00 (small employers) \$14.00 (large employers) \$15.00 (very large employers)	January 1, 2021 - \$14.00 (small employers), \$15.00 (large employers), \$15.24 (very large employers) January 1, 2022 - \$15.00 (small employers), adjusted for inflation (large employers and very large employers)
California (Oakland)	\$14.14	January 1, 2021 - \$14.36 January 1, 2022, and every January 1 thereafter - Adjusted for inflation
California (Palo Alto)	\$15.40	January 1, 2021 - \$15.65 January 1, 2022, and every January 1 thereafter - Adjusted for inflation

California (Pasadena)	\$14.25 (small employers and nonprofits) \$15.00 (large employers)	July 1, 2021 - \$15.00 (both small employers and nonprofits and large employers) July 1, 2022, and every July 1 thereafter - Adjusted for inflation (both small employers and nonprofits and large employers)
California (Petaluma)	\$14.00 (small employers) \$15.00 (large employers)	January 1, 2021 - \$15.20 (both small employers and large employers) January 1, 2022, and every January 1 thereafter - Adjusted for inflation (both small employers and large employers)
California (Redwood City)	\$15.38	January 1, 2021 - \$15.62 January 1, 2022, and every January 1 thereafter - Adjusted for inflation
California (Richmond)	\$13.50 (with medical benefits) \$15.00 (without medical benefits)	January 1, 2021 - \$13.71 (with medical benefits), \$15.21 (without medical benefits) January 1, 2022, and every January 1 thereafter - Adjusted for inflation
California (San Carlos)	N/A	January 1, 2021 - \$15.24 January 1, 2022, and every January 1 thereafter - Adjusted for inflation
California (San Diego)	\$13.00	January 1, 2021 - \$14.00 January 1, 2022, and every January 1 thereafter - Adjusted for inflation
California (San Francisco)	\$16.07	July 1, 2021, and every July 1 thereafter - Adjusted for inflation
California (San Jose)	\$15.25	January 1, 2021 - \$15.45 January 1, 2022, and every January 1 thereafter - Adjusted for inflation
California (San Leandro)	\$15.00	N/A
California (San Mateo)	\$15.38	January 1, 2021 - \$15.62 January 1, 2022, and every January 1 thereafter - Adjusted for inflation
California (Santa Clara)	\$15.40	January 1, 2021 - \$15.65 January 1, 2022, and every January 1 thereafter - Adjusted for inflation
California (Santa Monica)	\$14.25 (small employers) \$15.00 (large employers)	July 1, 2021 - \$15.00 (both small employers and large employers) July 1, 2022, and every July 1 thereafter - Adjusted for inflation
California (Santa Rosa)	\$14.00 (small employers) \$15.00 (large employers)	January 1, 2021 - \$15.20 (both small employers and large employers) January 1, 2022, and every January 1 thereafter - Adjusted for inflation
California (Sonoma)	\$12.50 (small employers) \$13.50 (large employers)	January 1, 2021 - \$14.00 (small employers), \$15.00 (large employers) January 1, 2022 - \$15.00 (small employers), \$16.00 (large employers) January 1, 2023 - \$16.00 (small employers), \$17.00 (large employers) January 1, 2024, and every January 1 thereafter - Adjusted for inflation (both small employers and large employers)
California (South San Francisco)	\$15.00	January 1, 2021 - \$15.24 January 1, 2022, and every January 1 thereafter - Adjusted for inflation
California (Sunnyvale)	\$16.05	January 1, 2021 - \$16.30 January 1, 2022, and every January 1 thereafter - Adjusted for inflation
Colorado	\$12.00	January 1, 2021 - \$12.32 January 1, 2022, and every January 1 thereafter - Adjusted for inflation
Colorado (Denver)	\$12.85	January 1, 2021 - \$14.77 January 1, 2022 - \$15.87 January 1, 2023, and every January 1 thereafter - Adjusted for inflation
Connecticut	\$12.00	August 1, 2021 - \$13.00 July 1, 2022 - \$14.00 June 1, 2023 - \$15.00 January 1, 2024, and every January 1 thereafter - Adjusted for inflation
Delaware	\$9.25	N/A
District of Columbia	\$15.00	July 1, 2021, and every July 1 thereafter - Adjusted for inflation
Florida	\$8.56	January 1, 2021 - \$8.65 September 30, 2021 - \$10.00 September 30, 2022 - \$11.00 September 30, 2023 - \$12.00 September 30, 2024 - \$13.00 September 30, 2025 - \$14.00 September 30, 2026 - \$15.00 January 1, 2028, and every January 1 thereafter - Adjusted for inflation.
Georgia	\$5.15	N/A
Hawaii	\$10.10	N/A
Idaho	\$7.25	N/A

Illinois	\$10.00	January 1, 2021 - \$11.00 January 1, 2022 - \$12.00 January 1, 2023 - \$13.00 January 1, 2024 - \$14.00 January 1, 2025 - \$15.00
Illinois (Chicago)	\$13.50 (small employers) \$14.00 (large employers)	July 1, 2021 - \$14.00 (small employers), \$15.00 (large employers) July 1, 2022 - \$14.50 (small employers), adjusted for inflation (large employers) July 1, 2023 - \$15.00 (small employers), adjusted for inflation (large employers) July 1, 2024, and every July 1 thereafter - Adjusted for inflation (both small employers and large employers)
Illinois (Cook County)	\$13.00	July 1, 2021, and every July 1 thereafter - Adjusted for inflation
Indiana	\$7.25	N/A
Iowa	\$7.25	N/A
Kansas	\$7.25	N/A
Kentucky	\$7.25	N/A
Louisiana	N/A	N/A
Maine	\$12.00	January 1, 2021 - \$12.15 January 1, 2022, and every January 1 thereafter - Adjusted for inflation
Maine (Portland)	\$12.00	January 1, 2021 - \$12.15 January 1, 2022 - \$13.00 January 1, 2023 - \$14.00 January 1, 2024 - \$15.00 January 1, 2025, and every January 1 thereafter - Adjusted for inflation
Maryland	\$11.00 (both small employers and large employers)	January 1, 2021 - \$11.60 (small employers), \$11.75 (large employers) January 1, 2022 - \$12.20 (small employers), \$12.50 (large employers) January 1, 2023 - \$12.80 (small employers), \$13.25 (large employers) January 1, 2024 - \$13.40 (small employers), \$14.00 (large employers) January 1, 2025 - \$14.00 (small employers), \$15.00 (large employers) January 1, 2026 - \$14.60 (small employers), \$15.00 (large employers) July 1, 2026 - \$15.00 (both small employers and large employers)
Maryland (Montgomery County)	\$13.00 (small employers) \$13.25 (mid-sized employers) \$14.00 (large employers)	July 1, 2021 - \$13.50 (small employers), \$14.00 (mid-sized employers), \$15.00 (large employers) July 1, 2022 - \$14.00 (small employers), \$14.50 (mid-sized employers), adjusted for inflation (large employers) July 1, 2023 - \$14.50 (small employers), \$15.00 (mid-sized employers), adjusted for inflation (large employers)
Maryland (Prince George's County)	\$11.50	July 1, 2024 - \$15.00 (small employers), adjusted for inflation (mid-sized employers and large employers)
Massachusetts	\$12.75	N/A
Massachusetts	\$12.75	January 1, 2021 - \$13.50 January 1, 2022 - \$14.25 January 1, 2023 - \$15.00
Michigan	\$9.65	January 1, 2021 - \$9.87 January 1, 2022 - \$10.10 January 1, 2023 - \$10.33 January 1, 2024 - \$10.56 January 1, 2025 - \$10.80 January 1, 2026 - \$11.04 January 1, 2027 - \$11.29 January 1, 2028 - \$11.54 January 1, 2029 - \$11.79 January 1, 2030 - \$12.05
Minnesota	\$8.15 (small employers) \$10.00 (large employers)	January 1, 2021 - \$8.21 (small employers), \$10.08 (large employers) January 1, 2022, and every January 1 thereafter - Adjusted for inflation (both small employers and large employers)

Minnesota (Minneapolis)	\$11.75 (small employers), \$13.25 (large employers)	<p>July 1, 2021 - \$12.50 (small employers), \$14.25 (large employers)  July 1, 2022 - \$13.50 (small employers), \$15.00 (large employers)  January 1, 2023 - Remains \$13.50 (small employers), adjusted for inflation (large employers)  July 1, 2023 - \$14.50 (small employers), remains at January 1, 2023, rate (large employers)  January 1, 2024 - Remains \$14.50 (small employers), adjusted for inflation (large employers)  July 1, 2024 - Matches the January 1, 2024, rate for large employers (small employers), remains at January 1, 2024, rate (large employers)  January 1, 2025, and every July 1 thereafter - Adjusted for inflation (small employers and large employers), remains \$12.50 (macro employers)</p>
Minnesota (St. Paul)	<p>\$9.25 (micro employers)  \$10.00 (small employers)  \$11.50 (large employers)  \$12.50 (macro employers)</p>	<p>July 1, 2021 - \$10.00 (micro employers), \$11.00 (small employers), \$12.50 (large employers), remains \$12.50 (macro employers)  July 1, 2022 - \$10.75 (micro employers), \$12.00 (small employers), \$13.50 (large employers), \$15.00 (macro employers)  January 1, 2023 - Remains \$10.75 (micro employers), remains \$12.00 (small employers), remains \$13.50 (large employers), adjusted for inflation (macro employers)  July 1, 2023 - \$11.50 (micro employers), \$13.00 (small employers), \$15.00 (large employers), remains at January 1, 2023, rate (macro employers)  January 1, 2024 - remains \$11.50 (micro employers), remains \$13.00 (small employers), remains \$15.00 (large employers), adjusted for inflation (macro employers)  July 1, 2024 - \$12.25 (micro employers), \$14.00 (small employers), same as macro employers (large employers), remains at January 1, 2024, rate (macro employers)  January 1, 2025 - Remains \$12.25 (micro employers), remains \$14.00 (small employers), same as macro employers (large employers), adjusted for inflation (macro employers)  July 1, 2025 - \$13.25 (micro employers), \$15.00 (small employers), same as macro employers (large employers), remains at January 1, 2025, rate (macro employers)  January 1, 2026 - Remains \$13.25 (micro employers), remains \$15.00 (small employers), same as macro employers (large employers), adjusted for inflation (macro employers)  July 1, 2026 - \$14.25 (micro employers), same as macro employers (small employers and large employers), remains at January 1, 2026, rate (macro employers)  January 1, 2027 - Remains \$14.25 (micro employers), same as macro employers (small employers and large employers), adjusted for inflation (macro employers)  July 1, 2027 - \$15.00 (micro employers), same as macro employers (small employers and large employers), remains at January 1, 2027, rate (macro employers)  January 1, 2028 - Remains \$15.00 (micro employers), same as macro employers (small employers and large employers), adjusted for inflation (macro employers)  January 1, 2029, and every January 1 thereafter - Adjusted for inflation (all employers)</p>
Mississippi	N/A	N/A
Missouri	\$9.45	<p>January 1, 2021 - \$10.30  January 1, 2022 - \$11.15  January 1, 2023 - \$12.00  January 1, 2024, and every January 1 thereafter - Adjusted for inflation</p>
Montana	\$8.65	<p>January 1, 2021 - \$8.75  January 1, 2022, and every January 1 thereafter - Adjusted for inflation</p>
Nebraska	\$9.00	N/A
Nevada	<p>\$8.00 (with health benefits)  \$9.00 (without health benefits)</p>	<p>July 1, 2021 - \$8.75 (with health benefits), \$9.75 (without health benefits)  July 1, 2022 - \$9.50 (with health benefits), \$10.50 (without health benefits)  July 1, 2023 - \$10.25 (with health benefits), \$11.25 (without health benefits)  July 1, 2024 - \$11.00 (with health benefits), \$12.00 (without health benefits)  July 1, 2025, and every July 1 thereafter - Adjusted for inflation (both with and without health benefits)</p>
New Hampshire	\$7.25	<p>January 1, 2021 - \$11.10 (small employers and seasonal employers), \$12.00 (large employers)  January 1, 2022 - \$11.90 (small employers and seasonal employers), \$13.00 (large employers)  January 1, 2023 - \$12.70 (small employers and seasonal employers), \$14.00 (large employers)  January 1, 2024 - \$13.50 (small employers and seasonal employers), \$15.00 (large employers)</p>
New Jersey	<p>\$10.30 (small employers and seasonal employers)  \$11.00 (large employers)</p>	

New Mexico	\$9.00	January 1, 2021 - \$10.50 January 1, 2022 - \$11.50 January 1, 2023 - \$12.00
New Mexico (Albuquerque)	\$8.35 (with healthcare and/or childcare benefits (note: this is less than the state minimum wage of \$9.00)) \$9.35 (without healthcare and/or childcare benefits)	January 1, 2021 - \$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)
New Mexico (Bernalillo County)	\$8.20 (with healthcare and/or childcare benefits (note: this is less than the state minimum wage of \$9.00)) \$9.20 (without healthcare and/or childcare benefits)	January 1, 2021 - \$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)) January 1, 2022, and every January 1 thereafter - Adjusted for inflation
New Mexico (Las Cruces)	\$10.25	January 1, 2021 - \$10.50 January 1, 2022, and every January 1 thereafter - Adjusted for inflation
New Mexico (Santa Fe)	\$12.10	March 1, 2021, and every March 1 thereafter - Adjusted for inflation
New Mexico (Santa Fe County)	\$12.10	March 1, 2021, and every March 1 thereafter - Adjusted for inflation
New York (New York City)	\$15.00 (both fast food employees and non-fast food employees)	N/A
New York (Nassau County, Suffolk County and Westchester County)	\$13.00 (non-fast food employees) \$13.75 (fast food employees)	December 31, 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) December 31, 2021 - \$15.00 (both fast food employees and non-fast food employees)
New York (Except New York City, Nassau County, Suffolk County and Westchester County)	\$11.80 (non-fast food employees), \$13.75 (fast food employees)	December 31, 2020 - \$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)
North Carolina	\$7.25	N/A
North Dakota	\$7.25	N/A
Ohio	\$8.70	January 1, 2021 - \$8.80 January 1, 2022, and every January 1 thereafter - Adjusted for inflation
Oklahoma	\$7.25	N/A
Oregon (Nonrural Counties)	\$12.00	July 1, 2021 - \$12.75 July 1, 2022 - \$13.50 July 1, 2023, and every July 1 thereafter - Adjusted for inflation
Oregon (Rural Counties)	\$11.50	July 1, 2021 - \$12.00 July 1, 2022 - \$12.50 July 1, 2023, and every July 1 thereafter - Adjusted for inflation
Oregon (Portland Area)	\$13.25	July 1, 2021 - \$14.00 July 1, 2022 - \$14.75 July 1, 2023, and every July 1 thereafter - Adjusted for inflation
Pennsylvania	\$7.25	N/A
Rhode Island	\$11.50	N/A
South Carolina	N/A	N/A
South Dakota	\$9.30	January 1, 2021 - \$9.45 January 1, 2022, and every January 1 thereafter - Adjusted for inflation
Tennessee	N/A	N/A
Texas	\$7.25	N/A
Utah	\$7.25	N/A
Vermont	\$10.96	January 1, 2021 - \$11.75 January 1, 2022 - \$12.55 January 1, 2023, and every January 1 thereafter - Adjusted for inflation
Virginia	\$7.25	May 1, 2021 - \$9.50 January 1, 2022 - \$11.00 January 1, 2023 - \$12.00 January 1, 2025 - \$13.50 January 1, 2026 - \$15.00 January 1, 2027, and every January 1 thereafter - Adjusted for inflation
Washington	\$13.50	January 1, 2021 - \$13.69 January 1, 2022, and every January 1 thereafter - Adjusted for inflation

	<p>\$13.50 (Schedule 2 Employers)</p> <p>\$15.75 (Schedule 2 Employers Minimum Compensation)</p> <p>\$16.39 (Schedule 1 Employers)</p>	<p>January 1, 2021 - \$15.00 (Schedule 2 Employers), \$16.69 (Schedule 1 Employers and Schedule 2 Employers Minimum Compensation)</p> <p>January 1, 2022 - \$15.75 (Schedule 2 Employers), adjusted for inflation (Schedule 1 Employers), matches the inflation-adjusted minimum wage for Schedule 1 Employers (Schedule 2 Employers Minimum Compensation)</p> <p>January 1, 2023 - \$16.50 (Schedule 2 Employers), adjusted for inflation (Schedule 1 Employers), matches the inflation-adjusted minimum wage for Schedule 1 Employers (Schedule 2 Employers Minimum Compensation)</p> <p>January 1, 2024 - \$17.25 (Schedule 2 Employers), adjusted for inflation (Schedule 1 Employers), matches the inflation-adjusted minimum wage for Schedule 1 Employers (Schedule 2 Employers Minimum Compensation)</p> <p>January 1, 2025 - Matches the inflation-adjusted minimum wage for Schedule 1 Employers (Schedule 2 Employers), adjusted for inflation (Schedule 1 Employers), no longer applicable (Schedule 2 Employers Minimum Compensation)</p> <p>January 1, 2026 and every January 1 thereafter - Adjusted for inflation (all employers)</p>
<a href="#">Washington (Seattle)</a>		
<a href="#">West Virginia</a>	\$8.75	N/A
<a href="#">Wisconsin</a>	\$7.25	N/A
<a href="#">Wyoming</a>	\$5.15	N/A