



# EMPLICITITY'S 2021 MINIMUM WAGE & GENERAL EMPLOYMENT ORDINANCES E-GUIDE



employee management made simple.

# MINIMUM WAGE, PAID SICK LEAVE AND OTHER GENERAL EMPLOYMENT ORDINANCES

STATE	KEY MUNICIPALITIES OR OTHER IMPORTANT FACTORS	MINIMUM WAGE RATE	PAID SICK LEAVE REQUIRED	UPCOMING CHANGES
<b>Alabama</b>	Individual counties, cities, or municipalities prohibited from establishing own rates.	\$7.25	No	Alabama follows federal minimum wage
<b>Alaska</b>	Specific overtime calculations	\$10.34	No	<ul style="list-style-type: none"> <li>• \$10.34 - January 1, 2021</li> <li>• Alaska minimum wage must always be at least \$1.00 more than the federal minimum wage.</li> </ul>
<b>Arizona</b>		\$12.15	Yes	<ul style="list-style-type: none"> <li>• \$12.15 - January 1, 2021</li> <li>• Adjusted for inflation - January 1, 2021, and every January 1 thereafter</li> </ul>
	Flagstaff	\$15.00	State	<ul style="list-style-type: none"> <li>• \$15.00 - January 1, 2021</li> <li>• \$15.50 - January 1, 2022</li> <li>• Adjusted for inflation - January 1, 2023, and every January 1 thereafter</li> </ul>
<b>Arkansas</b>	Minimum wage applies to employers with 4 or more EEs	\$11.00	No	<ul style="list-style-type: none"> <li>• \$11.00 - January 1, 2021</li> </ul>
<b>California</b> Small Employers (25 or fewer)	Tips cannot be counted towards minimum wage. Exempt employee salary threshold must be 2 x min. wage.	\$13.00	Yes	<ul style="list-style-type: none"> <li>• \$13.00 - January 1, 2021</li> <li>• \$14.00 - January 1, 2022</li> <li>• \$15.00 - January 1, 2023</li> <li>• Adjusted for inflation - January 1, 2024, and every January 1 thereafter</li> </ul>
<b>California</b> Small Employers (26 or more)	Exempt employee salary threshold must be 2 x min. wage.	\$14.00	Yes	<ul style="list-style-type: none"> <li>• \$14.00 - January 1, 2021</li> <li>• \$15.00 - January 1, 2022</li> <li>• Adjusted for inflation - January 1, 2024, and every January 1 thereafter</li> </ul>
	Alameda	\$15.00	State	<ul style="list-style-type: none"> <li>• \$15.00 - July 1, 2020</li> <li>• Adjusted for inflation - July 1, 2022, and every July 1 thereafter</li> </ul>
	Belmont	\$15.90	State	<ul style="list-style-type: none"> <li>• \$15.90 - January 1, 2021</li> <li>• Adjusted for inflation - January 1, 2022, and every January 1 thereafter</li> </ul>
	Berkeley	\$16.07	Yes CA+	<ul style="list-style-type: none"> <li>• \$16.07 - July 1, 2021</li> <li>• Adjusted for inflation - July 1, 2020, and every July 1 thereafter</li> </ul>

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	Cupertino	\$15.65	State	<ul style="list-style-type: none"> <li>\$15.65 - January 1, 2021</li> <li>Adjusted for inflation - January 1, 2021, and every January 1 thereafter</li> </ul>
	Daly City	\$15.00	State	<ul style="list-style-type: none"> <li>\$15.00 - January 1, 2021</li> <li>Adjusted for inflation - January 1, 2022, and every January 1 thereafter</li> </ul>
	El Cerrito	\$15.61	State	<ul style="list-style-type: none"> <li>\$15.61 - January 1, 2021</li> <li>Adjusted for inflation - January 1, 2021</li> </ul>
	Emeryville	\$16.84	Yes CA+	<ul style="list-style-type: none"> <li>Adjusted for inflation - July 1, 2020 (\$16.84), and every July 1 thereafter</li> </ul>
	Fremont - Small Employers (25 or Fewer)	\$13.50	State	<ul style="list-style-type: none"> <li>\$13.50 - July 1, 2020</li> <li>\$15.00 - July 1, 2021</li> <li>Adjusted for inflation - July 1, 2022, and every July 1 thereafter</li> </ul>
	Fremont - Large Employers (26 or More)	\$15.00	State	<ul style="list-style-type: none"> <li>\$15.00 - July 1, 2020</li> <li>Adjusted for inflation - July 1, 2021, and every July 1 thereafter</li> </ul>
	Long Beach - Hotel Workers	\$15.47	Yes CA+	<ul style="list-style-type: none"> <li>\$15.47 - July 1, 2020</li> <li>Adjusted for inflation - July 1, 2021, and every July 1 thereafter</li> </ul>
	Los Altos	\$15.65	State	<ul style="list-style-type: none"> <li>\$15.65 - January 1, 2021</li> <li>Adjusted for inflation - January 1, 2021, and every January 1 thereafter</li> </ul>
	Los Angeles - Small Employers and Non-profits (25 or Fewer)	\$15.00	Yes CA+	<ul style="list-style-type: none"> <li>\$15.00 - July 1, 2021</li> <li>Adjusted for inflation - July 1, 2022, and every July 1 thereafter</li> </ul>
	Los Angeles - Large Employers (26 or More)	\$15.00	Yes CA+	<ul style="list-style-type: none"> <li>\$15.00 - July 1, 2021</li> <li>Adjusted for inflation - July 1, 2022, and every July 1 thereafter</li> </ul>
	Los Angeles - Hotel Worker Minimum Wage (150 rooms or more)	\$17.13	Yes CA+	<ul style="list-style-type: none"> <li>\$17.13 - January 1, 2021</li> <li>Adjusted for inflation - July 1, 2020 and every July 1 thereafter</li> </ul>
	Los Angeles County - Small Employers (25 or Fewer)	\$15.00	State	<ul style="list-style-type: none"> <li>\$15.00 - July 1, 2021</li> <li>Adjusted for inflation - July 1, 2022, and every July 1 thereafter</li> </ul>

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	Los Angeles County - Large Employers (26 or More)	\$15.00	State	<ul style="list-style-type: none"> <li>• \$15.00 - July 1, 2020</li> <li>• Adjusted for inflation - July 1, 2022, and every July 1 thereafter</li> </ul>
	Malibu - Small Employers (25 or Fewer)	\$14.25	State	<ul style="list-style-type: none"> <li>• \$14.25 - July 1, 2020</li> <li>• \$15.00 - July 1, 2021</li> <li>• Adjusted for inflation - July 1, 2022, and every July 1 thereafter</li> </ul>
	Malibu - Large Employers (26 or More)	\$15.00	State	<ul style="list-style-type: none"> <li>• \$15.00 - July 1, 2020</li> <li>• Adjusted for inflation - July 1, 2022, and every July 1 thereafter</li> </ul>
	Menlo Park	\$15.25	State	<ul style="list-style-type: none"> <li>• \$15.25 - January 1, 2021</li> </ul>
	Milpitas	\$15.40	State	<ul style="list-style-type: none"> <li>• Adjusted for inflation - July 1, 2020, and every July 1 thereafter</li> </ul>
	Mountain View	\$16.05	State	<ul style="list-style-type: none"> <li>• \$16.05 - January 1, 2020</li> <li>• Adjusted for inflation - January 1, 2021</li> </ul>
	Novato - Small Employers (25 or Fewer)	\$14.00	State	<ul style="list-style-type: none"> <li>• \$14.00 - January 1, 2021</li> </ul>
	Novato - Medium Employers (26-99)	\$15.00	State	<ul style="list-style-type: none"> <li>• \$15.00 - January 1, 2021</li> </ul>
	Novato - Large Employers (100+)	\$15.24	State	<ul style="list-style-type: none"> <li>• \$15.24 - January 1, 2021</li> </ul>
	Oakland	\$14.36	Yes CA+	<ul style="list-style-type: none"> <li>• \$14.36 - January 1, 2021</li> </ul>
	Oakland Hotel Workers with benefit (50 or more rooms)	\$15.37		
	Oakland Hotel Workers without benefits (50 or more rooms)	\$20.50		

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	Palo Alto	\$15.65	State	<ul style="list-style-type: none"> <li>\$15.65 - January 1, 2021</li> <li>Adjusted for inflation - January 1, 2021, and every January 1 thereafter</li> </ul>
	Pasadena - Small Employers (25 or Fewer) and Nonprofits	\$15.00	State	<ul style="list-style-type: none"> <li>\$15.00 - July 1, 2021</li> <li>Adjusted for inflation - July 1, 2022, and every January 1 thereafter</li> </ul>
	Pasadena - Large Employers (26 or More)	\$15.00	State	<ul style="list-style-type: none"> <li>\$15.00 - July 1, 2021</li> <li>Adjusted for inflation - July 1, 2022, and every January 1 thereafter</li> </ul>
	Petaluma - Small Employers (25 or Fewer)	\$15.20	State	<ul style="list-style-type: none"> <li>\$15.20 - January 1, 2021</li> <li>Increase regardless of size of company</li> </ul>
	Petaluma - Small Employers (25 or Fewer)	\$15.20	State	<ul style="list-style-type: none"> <li>\$15.20 - January 1, 2021</li> <li>Increase regardless of size of company</li> </ul>
	Redwood City	\$15.62	State	<ul style="list-style-type: none"> <li>\$15.62 - January 1, 2021</li> <li>Adjusted for inflation - January 1, 2021, and every January 1 thereafter</li> </ul>
	Richmond	\$15.21	State	<ul style="list-style-type: none"> <li>\$15.21 - January 1 2021</li> <li>Adjusted for inflation - January 1, 2021, and every January 1 thereafter</li> </ul>
	Richmond (Medical benefit provided)	\$13.50	State	<ul style="list-style-type: none"> <li>Adjusted for inflation - January 1, 2020, and every January 1 thereafter</li> </ul>
	San Diego	\$14.00	Yes CA+	<ul style="list-style-type: none"> <li>\$14.00 - January 1, 2021</li> <li>Adjusted for inflation - January 1, 2021, and every January 1 thereafter</li> </ul>
	San Francisco	\$16.07	Yes CA+	<ul style="list-style-type: none"> <li>Adjusted for inflation - July 1, 2020, and every July 1 thereafter</li> </ul>
	San Jose	\$15.45	State	<ul style="list-style-type: none"> <li>\$15.45 - January 1, 2021</li> <li>Adjusted for inflation - January 1, 2021</li> </ul>
	San Leandro	\$15.00	State	<ul style="list-style-type: none"> <li>\$15.00 - July 1, 2020</li> </ul>
	San Mateo	\$15.62	State	<ul style="list-style-type: none"> <li>\$15.62 - January 1, 2021</li> <li>Adjusted for inflation - January 1, 2021, and every January 1 thereafter</li> </ul>
	San Mateo - Nonprofits	\$15.62	State	<ul style="list-style-type: none"> <li>\$15.62 - January 1, 2021</li> <li>Adjusted for inflation - January 1, 2021, and every January 1 thereafter</li> </ul>
	Santa Clara	\$15.65		<ul style="list-style-type: none"> <li>\$15.65 - January 1, 2021</li> </ul>
	Santa Monica - Small Employers and Nonprofits (25 or Fewer)	\$15.00	Yes CA+	<ul style="list-style-type: none"> <li>\$15.00 - July 1, 2021</li> <li>Adjusted for inflation - July 1, 2022, and every July 1 thereafter</li> </ul>

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	Santa Monica - Large Employers (26 or More)	\$15.00	Yes CA+	<ul style="list-style-type: none"> <li>\$15.00 - July 1, 2021</li> <li>Adjusted for inflation - July 1, 2022, and every July 1 thereafter</li> </ul>
	Santa Monica - Hotel Employers	\$17.13	Yes CA+	<ul style="list-style-type: none"> <li>Aligned to City of Los Angeles Hotel Wage; increases annually by CPI</li> </ul>
	Sonoma - Small Employers (25 or Fewer)	\$14.00	State	<ul style="list-style-type: none"> <li>\$14.00 - January 1, 2021</li> <li>\$15.00 - January 1, 2022</li> <li>\$16.00 - January 1, 2023</li> <li>Adjusted for inflation - January 1, 2024, and every January 1 thereafter</li> </ul>
	Sonoma - Large Employers (26 or More)	\$15.00	State	<ul style="list-style-type: none"> <li>\$15.00 - January 1, 2021</li> <li>\$16.00 - January 1, 2022</li> <li>\$17.00 - January 1, 2023</li> <li>Adjusted for inflation - January 1, 2024, and every January 1 thereafter</li> </ul>
	South San Francisco	\$15.24	State	<ul style="list-style-type: none"> <li>\$15.24 - January 1, 2021</li> <li>Adjusted for inflation - January 1, 2021, and every January 1 thereafter</li> </ul>
	Sunnyvale	\$16.30	State	<ul style="list-style-type: none"> <li>\$16.30 - January 1, 2021</li> <li>Adjusted for inflation - January 1, 2021, and every January 1 thereafter</li> </ul>
<b>Colorado</b>	Special overtime considerations for employees covered by Colorado Wage Order 35.	\$12.32	Yes	<ul style="list-style-type: none"> <li>\$12.32 - January 1, 2021</li> <li>Adjusted for inflation - January 1, 2021, and every January 1 thereafter</li> </ul>
	Denver	\$14.77	State	<ul style="list-style-type: none"> <li>\$14.77 - January 1, 2021</li> <li>15.87 - January 1, 2022</li> </ul>
<b>Colorado (Tipped Employees)</b>	If tips averaged for work week do not make up the difference, then company must pay that difference.	\$8.98	No	<ul style="list-style-type: none"> <li>\$8.98 - January 1, 2020</li> <li>Always \$3.02 less than state minimum wage established.</li> </ul>
<b>Connecticut</b>	Required sick leave for employers with 50 or more employees. Certain exemptions apply	\$13.00	Yes	<ul style="list-style-type: none"> <li>\$13.00 - August 1, 2021</li> <li>\$14.00 - July 1, 2022</li> <li>\$15.00 - June 1, 2023</li> <li>Adjusted for inflation - January 1, 2024, and every January 1 thereafter</li> </ul>
<b>Delaware</b>	Minimum training wage (1st 90 days on job) and youth wage (ages 14-17) of \$8.25	\$9.25	No	N/A

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STATE	KEY MUNICIPALITIES OR OTHER IMPORTANT FACTORS	MINIMUM WAGE RATE	PAID SICK LEAVE REQUIRED	UPCOMING CHANGES
<b>District of Columbia</b>	1 Living Wage Act	\$15.00	Yes	<ul style="list-style-type: none"> <li>• \$15.00 - July 1, 2020</li> <li>• Adjusted for inflation - July 1, 2021, and every July 1 thereafter</li> </ul>
<b>Florida</b>	\$5.44 for tipped employees. Individual counties, cities, or municipalities prohibited from establishing own rates	\$8.65	No	<ul style="list-style-type: none"> <li>• \$8.65 - January 1, 2021</li> <li>• Adjusted for inflation - January 1, 2021, and every January 1 thereafter</li> </ul>
<b>Georgia</b>	Individual counties, cities, or municipalities prohibited from establishing own rates. FLSA applies to some employers and higher minimum wage prevails.	\$7.25	No	<ul style="list-style-type: none"> <li>• N/A</li> </ul>
<b>Hawaii</b>	Required to provide healthcare and disability coverage	\$10.10	No	<ul style="list-style-type: none"> <li>• N/A</li> </ul>
<b>Idaho</b>	Individual counties, cities, or municipalities prohibited from establishing own rates.	\$7.25	No	<ul style="list-style-type: none"> <li>• N/A</li> </ul>
<b>Illinois</b>	Rate varies, 18+ is \$11 per hour effective January 1, 2021.	\$11.00	No	<ul style="list-style-type: none"> <li>• \$11.00 - January 1, 2021</li> <li>• \$12.00 - January 1, 2022</li> <li>• \$13.00 - January 1, 2023</li> <li>• \$14.00 - January 1, 2024</li> <li>• \$15.00 - January 1, 2025</li> </ul>
	Chicago	\$14.00	No	<ul style="list-style-type: none"> <li>• Adjusted for inflation - July 1, 2020, and every July 1 thereafter</li> </ul>
	Cook County	\$13.00	No	<ul style="list-style-type: none"> <li>• \$13.00 - July 1, 2020</li> <li>• Adjusted for inflation - July 1, 2021, and every July 1 thereafter</li> </ul>
<b>Indiana</b>		\$7.25	No	N/A
<b>Iowa</b>	Individual counties, cities, or municipalities prohibited from establishing own rates. However, it should be noted that Johnson County has recommendations for higher wages.	\$7.25	No	N/A
	Johnson County		No	N/A

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<b>Kansas</b>	Individual counties, cities, or municipalities prohibited from establishing own rates.	\$7.25	No	<ul style="list-style-type: none"> <li>• N/A</li> </ul>
<b>Kentucky</b>		\$7.25	No	<ul style="list-style-type: none"> <li>• N/A</li> </ul>
<b>Louisiana</b>	No state law governing. Individual counties, cities, or municipalities prohibited from establishing own rates as well as minimum sick or vacations time required by employers.	\$7.25	No	<ul style="list-style-type: none"> <li>• N/A</li> </ul>
<b>Maine</b>	Family and medical leave for employers with 15 or more employees.	\$12.15	No	<ul style="list-style-type: none"> <li>• \$12.15 - January 1, 2021</li> <li>• Adjusted for inflation - January 1, 2021, and every January 1 thereafter</li> </ul>
	Portland	\$13.25	No	<ul style="list-style-type: none"> <li>• Adjusted for inflation - July 1, 2020, and every July 1 thereafter</li> </ul>
<b>Maryland - Small Employers (14 or Fewer)</b>		\$11.60	No	<ul style="list-style-type: none"> <li>• \$11.60 - January 1, 2021</li> <li>• \$12.20 - January 1, 2022</li> <li>• \$12.80 - January 1, 2023</li> <li>• \$13.40 - January 1, 2024</li> <li>• \$14.00 - January 1, 2025</li> <li>• \$14.60 - January 1, 2026</li> <li>• \$15.00 - July 1, 2026</li> </ul>
<b>Maryland - Large Employers (15 or More)</b>		\$11.75	Yes	<ul style="list-style-type: none"> <li>• \$11.75 - January 1, 2021</li> <li>• \$12.50 - January 1, 2022</li> <li>• \$13.25 - January 1, 2023</li> <li>• \$14.00 - January 1, 2024</li> <li>• \$15.00 - January 1, 2025</li> </ul>
	Baltimore Living Wage Requirements	\$12.36	State	<ul style="list-style-type: none"> <li>• \$12.36 - July 1 2020 (living wage, not min. wage)</li> </ul>
	Montgomery County - Small Employers (10 or Fewer)	\$13.50	State	<ul style="list-style-type: none"> <li>• \$13.50 - July 1, 2021</li> <li>• \$14.00 - July 1, 2022</li> <li>• \$14.50 - July 1, 2023</li> <li>• \$15.00 - July 1, 2024</li> <li>• Adjusted for inflation - July 1, 2025, and every July 1 thereafter</li> </ul>
	Montgomery County - Mid-Sized Employers (11 to 50, and certain nonprofits and service providers)	\$14.00	State	<ul style="list-style-type: none"> <li>• \$14.00 - July 1, 2021</li> <li>• \$14.50 - July 1, 2022</li> <li>• \$15.00 - July 1, 2023</li> <li>• Adjusted for inflation - July 1, 2024, and every July 1 thereafter</li> </ul>



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	Montgomery County - Large Employers (51 or More)	\$15.00	State	<ul style="list-style-type: none"> <li>• \$15.00 - July 1, 2021</li> <li>• Adjusted for inflation - July 1, 2022, and every July 1 thereafter</li> </ul>
	Prince George's County	\$11.75	State	<ul style="list-style-type: none"> <li>• \$11.75 - January 1, 2021</li> <li>• January 2021 will begin following Maryland minimum wage</li> </ul>
<b>Massachusetts</b>		\$13.50	Yes	<ul style="list-style-type: none"> <li>• \$13.50 - January 1, 2021</li> <li>• \$14.25 - January 1, 2022</li> <li>• \$15.00 - January 1, 2023</li> </ul>
<b>Michigan</b>		\$9.87	No	<ul style="list-style-type: none"> <li>• \$9.87 - January 1, 2021</li> <li>• \$10.10 - January 1, 2022</li> <li>• \$10.33 - January 1, 2023</li> <li>• \$10.56 - January 1, 2024</li> <li>• \$10.80 - January 1, 2025</li> <li>• \$11.04 - January 1, 2026</li> <li>• \$11.29 - January 1, 2027</li> <li>• \$11.54 - January 1, 2028</li> <li>• \$11.79 - January 1, 2029</li> <li>• \$12.05 - January 1, 2030</li> </ul>
<b>Minnesota - Small Employer (Gross sales of &lt; \$500K)</b>	Overtime paid for hours worked over 48 in one week. Tips cannot be counted towards minimum wage	\$8.21	No	<ul style="list-style-type: none"> <li>• \$8.21 - January 1, 2021</li> <li>• Adjusted for inflation - January 1, 2021, and every January 1 thereafter</li> </ul>
<b>Minnesota - Large Employer (Gross sales of &gt; \$500K)</b>	Overtime paid for hours worked over 48 in one week. Tips cannot be counted towards minimum wage	\$10.08	No	<ul style="list-style-type: none"> <li>• \$10.08 - January 1, 2021</li> <li>• Adjusted for inflation - January 1, 2021, and every January 1 thereafter</li> </ul>
	Minneapolis - Small Employers (100 or Fewer)	\$12.50	Yes	<ul style="list-style-type: none"> <li>• \$12.50 - July 1, 2021</li> <li>• \$13.50 - July 1, 2022</li> <li>• \$14.50 - July 1, 2023</li> <li>• Matches the January 1, 2024, rate for Large Employers - July 1, 2024</li> <li>• Adjusted for inflation - January 1, 2025, and every July 1 thereafter</li> </ul>
	Minneapolis - Large Employers (101 or More)	12.45	Yes	<ul style="list-style-type: none"> <li>• \$14.25 - July 1, 2021</li> <li>• \$15.00 - July 1, 2022</li> <li>• Adjusted for inflation (half-rate) - January 1, 2023</li> <li>• Adjusted for inflation - January 1, 2024, and every January 1 thereafter</li> </ul>

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	St. Paul - Micro Employers (Five or Fewer)	\$10.00	Yes	<ul style="list-style-type: none"> <li>• \$10.00 - July 1, 2021</li> <li>• \$10.75 - July 1, 2022</li> <li>• \$11.50 - July 1, 2023</li> <li>• \$12.25 - July 1, 2024</li> <li>• \$13.25 - July 1, 2025</li> <li>• \$14.25 - July 1, 2026</li> <li>• \$15.00 - July 1, 2027</li> <li>• Matches the January 1, 2028, rate for Macro Employers - July 1, 2028</li> <li>• Adjusted for inflation - January 1, 2029, and every January 1 thereafter</li> </ul>
	St. Paul - Micro Employers (Five or Fewer)	\$11.00	Yes	<ul style="list-style-type: none"> <li>• \$11.00 - July 1, 2021</li> <li>• \$12.00 - July 1, 2022</li> <li>• \$13.00 - July 1, 2023</li> <li>• \$14.00 - July 1, 2024</li> <li>• \$15.00 - July 1, 2025</li> <li>• Matches the January 1, 2026, rate for Macro Employers - July 1, 2026</li> </ul>
	St. Paul - Large Employers (101 to 10,000)	\$12.50	Yes	<ul style="list-style-type: none"> <li>• \$12.50 - July 1, 2021</li> <li>• \$13.50 - July 1, 2022</li> <li>• \$15.00 - July 1, 2023</li> <li>• Matches the January 1, 2024, rate for Macro Employers - July 1, 2024</li> </ul>
	St. Paul - Macro Employers (10,001 or More)	\$12.50	Yes	<ul style="list-style-type: none"> <li>• \$12.50 - January 1, 2021</li> <li>• \$15.00 - July 1, 2022</li> <li>• Adjusted for inflation - January 1, 2023, and every January 1 thereafter</li> </ul>
<b>Mississippi</b>	Individual counties, cities, or municipalities prohibited from establishing own rates.	\$7.25	No	Mississippi follows federal minimum wage
<b>Missouri</b>	Individual counties, cities, or municipalities prohibited from establishing own rates.	\$10.30	No	<ul style="list-style-type: none"> <li>• \$10.30 - January 1, 2021</li> <li>• \$11.15 - January 1, 2022</li> <li>• \$12.00 - January 1, 2023</li> <li>• Adjusted for inflation - January 1, 2024, and every January 1 thereafter</li> </ul>
<b>Montana</b>	Minimum wage is \$4.00 for employers with gross sales < \$110,000 annually	\$8.75	No	<ul style="list-style-type: none"> <li>• \$8.75 - January 1, 2021</li> </ul>
<b>Nebraska</b>		\$9.00	No	N/A
<b>Nevada</b>	Overtime paid for hours worked over 8 hours in one day if an employee does not make 1 1/2 times the minimum wage. If an employee's rate of pay is greater than 1 1/2 times the minimum wage then overtime is calculated for hours of 40 in one week.	\$9.75	No	<ul style="list-style-type: none"> <li>• \$9.75 - July 1, 2021</li> <li>• \$10.50 - July 1, 2022</li> <li>• \$11.25 - July 1, 2023</li> <li>• \$12.00 - July 1, 2024</li> <li>• Adjusted for inflation - July 1, 2025, and every July 1 thereafter</li> </ul>
<b>Nevada - Employers providing healthcare</b>		\$8.75	No	<ul style="list-style-type: none"> <li>• \$8.75 - July 1, 2021</li> <li>• \$9.50 - July 1, 2022</li> <li>• \$10.25 - July 1, 2023</li> <li>• \$11.00 - July 1, 2024</li> <li>• Adjusted for inflation - July 1, 2025, and every July 1 thereafter</li> </ul>

# MINIMUM WAGE, PAID SICK LEAVE AND OTHER GENERAL EMPLOYMENT ORDINANCES

STATE	KEY MUNICIPALITIES OR OTHER IMPORTANT FACTORS	MINIMUM WAGE RATE	PAID SICK LEAVE REQUIRED	UPCOMING CHANGES
<b>New Hampshire</b>	Wages must be paid weekly or bi-weekly. Final paycheck requirements noted.	\$9.00	No	<ul style="list-style-type: none"> <li>• N/A</li> </ul>
<b>New Jersey - Small Employers (5 or less) and Seasonal Employers</b>		\$11.10	Yes	<ul style="list-style-type: none"> <li>• \$11.10 - January 1, 2021</li> <li>• \$11.90 - January 1, 2022</li> <li>• \$12.70 - January 1, 2023</li> <li>• \$13.50 - January 1, 2024</li> <li>• \$14.30 - January 1, 2025</li> <li>• \$15.00 - January 1, 2026</li> <li>• Adjusted for inflation - January 1, 2027, and every January 1 thereafter</li> </ul>
<b>New Jersey - Large Employers (6 or More)</b>		\$12.00	Yes	<ul style="list-style-type: none"> <li>• \$12.00 - January 1, 2021</li> <li>• \$13.00 - January 1, 2022</li> <li>• \$14.00 - January 1, 2023</li> <li>• \$15.00 - January 1, 2024</li> <li>• Adjusted for inflation - January 1, 2025, and every January 1 thereafter</li> </ul>
<b>New Jersey - Agricultural Workers</b>		\$10.30	Yes	<ul style="list-style-type: none"> <li>• \$10.30 - January 1, 2021</li> <li>• \$10.90 - January 1, 2022</li> <li>• \$11.70 - January 1, 2023</li> <li>• \$12.50 - January 1, 2024</li> <li>• \$13.40 - January 1, 2025</li> <li>• \$14.20 - January 1, 2026</li> <li>• \$15.00 - January 1, 2027</li> </ul>
<b>New Jersey - Tipped Workers</b>		\$4.13	Yes	<ul style="list-style-type: none"> <li>• \$4.13 - January 1, 2021</li> <li>• \$5.13 - January 1, 2022</li> <li>• \$5.13 - January 1, 2023</li> <li>• \$5.13 - January 1, 2024</li> <li>• Adjusted for inflation - January 1, 2025, and every January 1 thereafter</li> </ul>
<b>New Mexico</b>		\$10.50	No	<ul style="list-style-type: none"> <li>• \$10.50 - January 1, 2021</li> <li>• \$11.50 - January 1, 2022</li> <li>• \$12.00 - January 1, 2023</li> </ul>
	Albuquerque <sup>2</sup>	\$9.35	No	<ul style="list-style-type: none"> <li>• Adjusted for inflation - January 1, 2020, and every January 1 thereafter</li> </ul>
	Bernalillo County <sup>2</sup>	\$9.20	No	<ul style="list-style-type: none"> <li>• Adjusted for inflation - January 1, 2020, and every January 1 thereafter</li> </ul>
	Las Cruces	\$10.25	No	<ul style="list-style-type: none"> <li>• Adjusted for inflation - January 1, 2020</li> </ul>

# MINIMUM WAGE, PAID SICK LEAVE AND OTHER GENERAL EMPLOYMENT ORDINANCES

STATE	KEY MUNICIPALITIES OR OTHER IMPORTANT FACTORS	MINIMUM WAGE RATE	PAID SICK LEAVE REQUIRED	UPCOMING CHANGES
	Santa Fe	\$12.10	No	<ul style="list-style-type: none"> <li>Adjusted for inflation - March 1, 2020, and every March 1 thereafter</li> </ul>
	Santa Fe County	\$11.80	No	<ul style="list-style-type: none"> <li>Adjusted for inflation - March 1, 2020, and every March 1 thereafter</li> </ul>
<b>New York - Fast Food Employees</b>		\$15.00	No	<ul style="list-style-type: none"> <li>\$15.00 - July 1, 2021</li> </ul>
	New York City	\$15.00	Yes	<ul style="list-style-type: none"> <li>N/A</li> </ul>
	New York City - Fast Food Employees	\$15.00	Yes	<ul style="list-style-type: none"> <li>N/A</li> </ul>
	Nassau, Suffolk and Westchester Counties	\$14.00	Westchester only	<ul style="list-style-type: none"> <li>\$14.00 - December 31, 2020</li> <li>\$15.00 - December 31, 2021</li> </ul>
	Remainder of New York	\$12.50	No	<ul style="list-style-type: none"> <li>\$12.50 - December 31, 2020</li> <li>Increased - December 31, 2021, and every December 31 thereafter until it reaches \$15.00</li> </ul>
<b>North Carolina</b>		\$7.25	No	<ul style="list-style-type: none"> <li>N/A</li> </ul>
<b>North Dakota</b>	Individual counties, cities, or municipalities prohibited from establishing own rates.	\$7.25	No	<ul style="list-style-type: none"> <li>N/A</li> </ul>
<b>Ohio</b>	The minimum wage is \$7.25 (the federal minimum wage) for employers with gross revenues of \$314,000 or less.	\$8.80	No	<ul style="list-style-type: none"> <li>\$8.80 - January 1, 2021</li> </ul>
<b>Oklahoma</b>	Individual counties, cities, or municipalities prohibited from establishing own rates.	\$7.25	No	<ul style="list-style-type: none"> <li>N/A</li> </ul>
<b>Oregon - Nonrural Counties</b>		\$12.75	Yes	<ul style="list-style-type: none"> <li>\$12.75 - July 1, 2021</li> <li>\$13.50 - July 1, 2022</li> <li>Adjusted for inflation - July 1, 2023, and every July 1 thereafter</li> </ul>

# MINIMUM WAGE, PAID SICK LEAVE AND OTHER GENERAL EMPLOYMENT ORDINANCES

STATE	KEY MUNICIPALITIES OR OTHER IMPORTANT FACTORS	MINIMUM WAGE RATE	PAID SICK LEAVE REQUIRED	UPCOMING CHANGES
<b>Oregon - Rural Counties</b>		\$12.00	Yes	<ul style="list-style-type: none"> <li>• \$12.00 - July 1, 2021</li> <li>• \$12.50 - July 1, 2022</li> <li>• \$1.00 less than standard minimum wage - July 1, 2023 and July 1 thereafter</li> </ul>
	Portland Area	\$14.00	Yes	<ul style="list-style-type: none"> <li>• \$14.00 - July 1, 2021</li> <li>• \$14.75 - July 1, 2022</li> <li>• \$1.25 over standard minimum wage - July 1, 2023 and July 1 thereafter</li> </ul>
<b>Pennsylvania</b>		\$7.25	Philadelphia and Pittsburgh	<ul style="list-style-type: none"> <li>• N/A</li> </ul>
<b>Rhode Island</b>		\$11.50	Yes	<ul style="list-style-type: none"> <li>• N/A</li> </ul>
<b>South Carolina</b>	Individual counties, cities, or municipalities prohibited from establishing own rates.	\$7.25	No	General Assembly bill currently proposing a state minimum wage.
<b>South Dakota</b>		\$9.45	No	<ul style="list-style-type: none"> <li>• \$9.45 - January 1, 2021</li> <li>• Adjusted for inflation - January 1, 2021, and every January 1 thereafter</li> </ul>
<b>Tennessee</b>	Individual counties, cities, or municipalities prohibited from establishing own rates.	\$7.25		<ul style="list-style-type: none"> <li>• N/A</li> </ul>
<b>Texas</b>	Individual counties, cities, or municipalities prohibited from establishing own rates.	\$7.25	Austin, Dallas and San Antonio	<ul style="list-style-type: none"> <li>• N/A</li> </ul>
<b>Utah</b>		\$7.25	No	<ul style="list-style-type: none"> <li>• N/A</li> </ul>
<b>Vermont</b>		\$11.75	Yes	<ul style="list-style-type: none"> <li>• \$11.75 - January 1, 2021</li> <li>• \$12.55 - January 1, 2022</li> <li>• Adjusted for inflation - January 1, 2021, and every January 1 thereafter</li> </ul>
<b>Virginia</b>		\$7.25	No	N/A

STATE	KEY MUNICIPALITIES OR OTHER IMPORTANT FACTORS	MINIMUM WAGE RATE	PAID SICK LEAVE REQUIRED	UPCOMING CHANGES
<b>Washington</b>		\$13.69	Yes	<ul style="list-style-type: none"> <li>• \$13.50 - January 1, 2021</li> <li>• Adjusted for inflation - January 1, 2021, and every January 1 thereafter</li> </ul>
	Seatac (Hospitality and Transportation)	\$16.57	State	
	Seattle - Schedule 1 Employers (More Than 500 Employees in the US)	\$16.69	Yes WA+	<ul style="list-style-type: none"> <li>• \$16.69 - January 1, 2021</li> <li>• Adjusted for inflation - January 1, 2021, and every January 1 thereafter</li> </ul>
	Seattle - Schedule 2 Employers (500 or Fewer Employees in the US that pay \$2.25 in tips/medical)	\$15.00	Yes WA+	<ul style="list-style-type: none"> <li>• \$15.00 - January 1, 2021</li> <li>• \$15.75 - January 1, 2022</li> <li>• \$16.50 - January 1, 2023</li> <li>• \$17.25 - January 1, 2024</li> </ul>
	Seattle - Schedule 2 Employers (500 or Fewer Employees in the US)	\$15.75	Yes WA+	<ul style="list-style-type: none"> <li>• \$15.75 - January 1, 2020</li> </ul>
	Tacoma	\$13.50	Yes WA+	Adjusted for inflation - January 1, 2020, and every January 1 thereafter
<b>West Virginia</b>		\$8.75	No	<ul style="list-style-type: none"> <li>• N/A</li> </ul>
<b>Wisconsin</b>		\$7.25	No	<ul style="list-style-type: none"> <li>• N/A</li> </ul>
<b>Wyoming</b>	Individual counties, cities, or municipalities prohibited from establishing own rates. FLSA applies to some employers and higher minimum wage prevails.	\$7.25	No	<ul style="list-style-type: none"> <li>• N/A</li> </ul>

1 The term living wage often refers to the minimum income necessary for a worker to meet basic needs such as food and housing, but it also is commonly used to describe laws that establish minimum wages for businesses that receive contracts or subsidies from local governments.

2 The minimum wage is \$1.00 less for employers that provide employees healthcare and/or childcare benefits with an annualized cost of at least \$2,500.

Note: Data listed is current as of December 7, 2020. Check links regularly for updated information.

Cities in many states across the United States continue to pass local ordinances relating to minimum wage and sick leave. Eligibility rules may vary from city to city. The minimum wage rates in these cities may change at any time; employers should closely monitor them. An increasing number of localities have additional ordinances relating to a wide range of employment matters such as "family friendly" workplaces, paid parental leave and criminal history checks. Check with your local city government as to whether any ordinances might apply to your workforce/industry.