





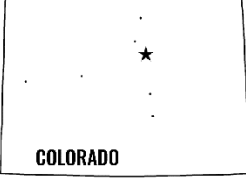
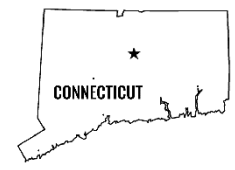






## State Minimum Wage Updates






The following states will update their minimum wages effective January 1, 2021, except where noted otherwise.


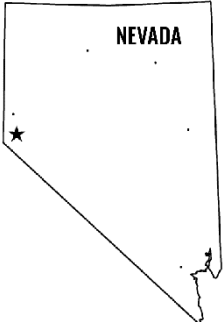



	<p>Alaska will increase its state minimum wage to \$10.34 per hour.</p>
	<p>The Arizona Industrial Commission has updated its Fair Wages and Healthy Families Act notice. The updated notice reflects an adjustment of the state minimum wage to \$12.15 per hour.</p> <p><b>Tipped Employees:</b> The minimum wage will remain at \$9.00 per hour.</p>


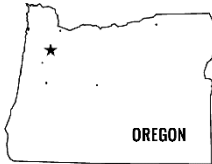


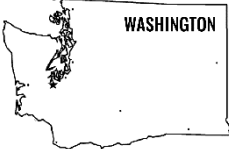
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	<p>Arkansas will continue its annual increases that started in 2019. The state minimum wage will increase to \$11.00 per hour.</p> <p><b>Tipped Employees:</b> The minimum wage will be \$2.64 per hour.</p>
	<p>California will increase its minimum wage to \$13.00 per hour for employers with 25 employees or less and \$14.00 per hour for employers with 26 or more employees.</p> <p>County minimum wage increases will be:</p> <ul style="list-style-type: none"> <li>• Belmont: \$15.90 per hour</li> <li>• Daly City, Hayward, and Novato: \$15.00 per hour</li> <li>• San Diego: \$14.00 per hour</li> <li>• Santa Clara: \$15.65 per hour</li> <li>• Santa Rosa: \$15.20 per hour</li> </ul>
	<p>Colorado will increase its minimum wage to \$12.32 per hour.</p> <p><b>Tipped Employees:</b> The minimum wage will increase to \$9.30 per hour.</p>
	<p>Effective August 1, 2021, Connecticut will increase its state minimum wage to \$13.00 per hour.</p> <p><b>Tipped Employees:</b> The minimum wage will be \$6.38 per hour; however, bartenders must be paid \$8.23 per hour for hours worked.</p>

	<p>Delaware will increase its minimum wage to \$10.25 per hour.</p> <p><b>Tipped Employees:</b> The minimum wage remains at \$2.23 per hour.</p>
	<p>Florida announced an \$8.65 per hour minimum wage rate, effective January 1, 2021. Effective September 30, 2021, its minimum wage will increase again to \$10.00 per hour. The rate will continue to increase each year by \$1.00 until it reaches \$15.00 per hour in 2026.</p> <p><b>Tipped Employees:</b> Florida did not change the tip credit allowing employers to deduct \$3.02 from its tipped employees. For 2021, the tipped employee minimum wage rate increases to \$5.63.</p>
	<p>Illinois' minimum wage will increase to \$11.00, with plans to increase it to \$15.00 by 2025.</p> <p><b>Tipped Employees:</b> The minimum wage increases to \$6.60 per hour.</p>
	<p>The Maine Department of Labor has will raise its state minimum wage to \$12.15 per hour.</p> <p><b>Tipped Employees:</b> The minimum wage increases to \$6.08 per hour.</p>

	<p>Maryland will continue its annual minimum wage increases until reaching \$15.00 in 2025.</p> <p>The minimum wage for employers with 25 or more employees will increase to \$11.75 per hour.</p> <p>The minimum wage for employers with fewer than 25 employees will increase to \$11.60 per hour.</p>
	<p>Massachusetts will continue its annual minimum wage increases until reaching \$15.00 in 2023. The 2021 minimum wage will increase to \$13.50 per hour.</p> <p><b>Tipped Employees:</b> The minimum wage will increase to \$5.55 per hour.</p>
	<p>Michigan's state minimum wage will increase to \$9.87 per hour.</p> <p><b>Tipped Employees:</b> The minimum wage will increase to \$3.75 per hour.</p>
	<p>The Minnesota Department of Labor and Industry announced updates for the 2021 minimum wage. The updated notice reflects an adjustment of the state minimum wage to \$10.08 per hour for any enterprise with annual gross revenues of \$500,000 or more and \$8.21 per hour for any enterprise with annual gross revenues of less than \$500,000.</p> <p>Additionally, the training wage rate and youth wage rate will be adjusted to \$8.21 per hour.</p>
	<p>Missouri will increase its minimum wage to \$10.30 per hour.</p> <p><b>Tipped Employees:</b> The minimum wage will increase to \$5.15 per hour.</p>

	<p>Montana will increase its minimum wage to \$8.75 per hour.</p>
	<p>Effective July 1, 2021, Nevada's state minimum wage will increase to \$9.75 per hour.</p>
	<p>The New Jersey Department of Labor and Workforce Development has updated its Wage and Hour Law Abstract notice. The updated notice reflects an adjustment of the state minimum wage for agricultural employers to \$10.44 per hour.</p> <p>The state minimum wage will increase to \$12.00 per hour.</p> <p><b>Tipped Employees:</b> The minimum wage will increase to \$4.13 per hour.</p>
	<p>New Mexico will increase its minimum wage to \$10.50 per hour.</p> <p><b>Tipped Employees:</b> The minimum wage will increase to \$2.55 per hour.</p>
	<p>New York will increase its minimum wage to \$12.50 per hour — except for fast-food workers — beginning December 31, 2020.</p> <p>Effective July 1, 2021, fast-food workers' minimum wage will increase to \$15.00 per hour.</p>

	<p>The Ohio Department of Commerce will increase the state's minimum wage to \$8.80 per hour.</p> <p><b>Tipped Employees:</b> The minimum wage will increase to \$4.40 per hour.</p>
	<p>Oregon will continue its plan to increase the minimum wage until 2023.</p> <p>Effective July 1, 2021, the minimum wage will increase to \$12.75.</p>
	<p>South Dakota will continue its annual increase. In 2021, the minimum wage will increase to \$9.45 per hour.</p>
	<p>Vermont will increase its minimum wage to \$11.75.</p> <p><b>Tipped Employees:</b> The minimum wage increases to \$5.88 per hour.</p>
	<p>Washington will increase its minimum wage to \$13.69 per hour.</p>

## Employer Next Steps

If HR Knowledge processes your payroll, please contact your Client Account Manager to inform them of any employees' hourly rates that need to be changed to meet the new state minimum wage requirements.

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