



COMPLIANCE BULLETIN

2021 Minimum Wage Increases

As of January 1, 2021, several US states increased their minimum wage rate. Please note, however, that some cities or municipalities may have a minimum wage rate even greater than their statewide rate.

The chart below outlines effective wages for states where the rate will be changing.

State	2021
Alaska	\$10.34
Arizona	\$12.15
Arkansas	\$11.00
California	\$14.00 (26 or more employees) \$13.00 (Fewer than 26 employees)
Colorado	\$12.32
Connecticut	\$13.00 (effective 8/1/2021)
Delaware	\$10.25
Florida	\$10.00 (effective 9/30/2021)
Illinois	\$11.00
Maine	\$12.15
Maryland	\$11.75 (15 or more employees) \$11.60 (14 or fewer employees)
Massachusetts	\$13.50
Michigan	\$9.87
Minnesota	\$10.08 (Large employers – gross receipts greater than \$500,000) \$8.21 (Small employers)

State	2021
Missouri	\$10.30
Montana	\$8.75
Nevada	\$8.75 (effective 7/1/2021) \$9.75 (for employees not offered health insurance)
New Jersey	\$12.00 \$11.00 (seasonal and fewer than 6 employees)
New Mexico	\$10.50
New York	\$12.50 (effective 12/31/2020)
Ohio	\$8.80 (Large employers)
Oregon	\$12.75 (effective 7/1/2021)
Rhode Island	\$11.50
South Dakota	\$9.45
Vermont	\$11.75
Virginia	\$9.50 (effective 5/1/21)
Washington	\$13.69
Washington, DC	\$15.00

This Compliance communication is not intended to be exhaustive nor should any discussion or opinions be construed as legal advice. Readers should contact legal counsel for legal advice.