

2020 – 2021 Minimum Wage Guide

To assist with your planning, the following chart indicates the minimum wage by each State effective January 1, 2021.

Note: The New York effective date for minimum wage changes is December 31, 2020.

IMPORTANT: Accu Data will not make any changes to your employees’ payroll, including rate changes without your express instructions to do so. Accu Data is not a legal, tax, benefit, accounting or investment advisor. All communication from Accu Data should be confirmed by your company’s legal, tax, benefit, accounting or investment advisor before making any decisions.

| State | Minimum Wage | Tipped Employees Minimum Cash Wage |
|---------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Alaska | \$10.34 | \$10.34 |
| Arizona | \$12.15 | \$9.15 |
| Arkansas * | \$11.00 | \$2.63 |
| California | \$14.00 (26 or more employees) | \$14.00 (26 or more employees) |
| | \$13.00 (25 or fewer employees) | \$13.00 (25 or fewer employees) |
| Colorado | \$12.32 | \$9.30 |
| Florida | \$8.65 | \$5.63 |
| Illinois | \$11.00 | \$6.60 |
| Maine | \$12.15 | \$6.08 |
| Maryland | \$11.75 (15 or more employees) | \$3.63 |
| | \$11.60 (14 or fewer employees) | |
| Massachusetts | \$13.50 | \$5.55 |
| Michigan ** | \$9.87 | \$3.75 |
| Minnesota | \$10.08 (large employers – businesses with annual gross revenues of \$500,00 or more) \$8.21 (small employers – businesses with annual gross revenues of less than \$500,000) | \$10.08 (large employers – businesses with annual gross revenues of \$500,00 or more) \$8.21 (small employers – businesses with annual gross revenues of less than \$500,000) |

| | | |
|----------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Missouri | \$10.30 | \$5.15 |
| Montana | \$8.75 | \$8.75 |
| New Jersey *** | \$12.00 | \$4.13 |
| New Mexico | \$10.50 | \$2.55 |
| New York **** | \$14.00 (Long Island and Westchester) \$12.50 (Remainder of State) Note: \$15.00 minimum wage rate for NYC remains unchanged for both large and small employers | \$9.35 (Long Island and Westchester) \$8.35 (Remainder of State) Note: \$10.00 tipped employee minimum cash wage for NYC remains unchanged for both large and small employers |
| Ohio | \$8.80 | \$4.40 |
| South Dakota | \$9.45 | \$4.725 |
| Vermont | \$11.75 | \$5.88 |
| Washington | \$13.69 | \$13.69 |

*The Arkansas Minimum Wage Act covers employers with 4 or more employees

**Michigan may suspend an increase if the state's unemployment rate is at least 8.5% for the 2020 calendar year – not yet determined.

***The Minimum wage rate is lower for seasonal and agricultural employers

****Minimum wage rates vary by industry and location within New York State

Several states have established exemptions from state minimum wage and/or overtime requirements under state law where employees are paid a certain minimum weekly salary or certain minimum hourly amount and perform certain duties. The following is a list of changes to those exemptions:

- New York is increasing state minimum salary levels for certain state exemptions for certain covered employers for employees working in certain locations on December 31, 2020.
- Colorado is increasing the state weekly minimum salary level for certain state exemptions on January 1, 2021.
- Where Alaska, California, Maine, Minnesota, and Washington have set minimum state salary levels or minimum hourly amounts tied to the state minimum wage, these amounts will also increase January 1, 2021.

- Additionally, certain California exemptions require a minimum hourly rate that is tied to the California Consumer Price Index (CPI). These minimum hourly rates will increase with the increase to the CPI on January 1, 2021.