

15-Jan-21

Hourly Minimum Wage by State and Territory

[as of January 1, 2021]

No minimum wage required ⁽²⁾	Equals federal minimum wage of \$7.25	Greater than federal minimum wage ⁽³⁾	
		State	Rate
5 states	16 states + 2 territories	29 states + DC + 2 territories	
Alabama	Georgia	Alaska	\$10.34
Louisiana	Iowa	Arkansas	\$11.00
Mississippi	Idaho	Arizona	\$12.15
South Carolina	Indiana	California	\$13.00
Tennessee	Kansas	Colorado	\$12.32
	Kentucky	Connecticut	\$12.00
	North Carolina	District of Columbia	\$15.00
	North Dakota	Delaware	\$9.25
	New Hampshire	Florida	\$8.65
	Oklahoma	Hawaii	\$10.10
	Pennsylvania	Illinois	\$11.00
	Texas	Massachusetts	\$13.50
	Utah	Maryland	\$11.75
	Virginia	Maine	\$12.15
	Wisconsin	Michigan	\$9.65
	Wyoming	Minnesota	\$10.08
	Northern Mariana Islands	Missouri	\$10.30
	Puerto Rico	Montana	\$8.75
		Nebraska	\$9.00
		New Jersey	\$12.00
		New Mexico	\$10.50
		Nevada	\$9.00
		New York	\$12.50
		Ohio	\$8.80
		Oregon	\$12.00
		Rhode Island	\$11.50
		South Dakota	\$9.45
		Vermont	\$11.75
		Washington	\$13.69
		West Virginia	\$8.75
		Guam	\$8.75
		U.S. Virgin Islands	\$10.50

Source: U.S. Department of Labor. Consolidated Minimum Wage Table. January 2021.

Notes: (1) Applicable to nonsupervisory nonfarm private-sector employment under state and federal laws. Like the federal wage and hour law, state law often exempts particular occupations or industries from the minimum labor standard generally applied to covered employment. Some states also set subminimum rates for minors and/or students or exempt them from coverage, or have a training wage for new hires. Additionally, some local governments set minimum wage rates higher than their respective state minimum wage. Such differential provisions are not identified in this table.

(2) Federal minimum wage law supersedes state minimum wage laws where the federal minimum wage is greater than the state minimum wage. In those states where the state minimum wage is greater than the federal minimum wage, the state minimum wage prevails.

(3) The District of Columbia has the highest minimum wage at \$15.00/hour. Note: There are 18 states (AK, AZ, CA, CO, DC, FL, ME, MN, MO, MT, NV, NJ, NY, OH, OR, SD, and WA) that currently have scheduled annual adjustments for their minimum wages based on varying formulas. Most of these increases occur around January 1st.

(5) For more information on state-by-state legislative rules and changes, refer to National Conference of State Legislatures (NCSL)'s "State Minimum Wages" page: <https://www.ncsl.org/research/labor-and-employment/state-minimum-wage-chart.aspx>.

(6) For more information on tipped employees, refer to U.S. Department of Labor's "Minimum Wages for Tipped Employees" page: <https://www.dol.gov/agencies/whd/state/minimum-wage/tipped>.

State Minimum Wage Rates, 1983-1999

Table with 17 columns representing years from 1983 to 1999 and 50 rows representing states and the United States. Each cell contains a minimum wage rate and a symbol indicating its relationship to the federal minimum wage.

NOTES: Unless specified in the comments (red arrows), effective date is January 1 of the given year.

Symbols refer to relationship of state minimum wage to federal minimum wage: e.g., equal, above, below, or no state minimum wage law.

SOURCES: Bureau of Labor Statistics, Monthly Labor Review, January issues; Department of Labor, Employee Standards Administration, http://www.dol.gov/esa/minwage/america.htm