

# State, County and City Minimum Wages Continue to Increase:

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What's Changed, What's Anticipated  
and How to Stay Compliant

September 2020

# What We'll Cover

- Recent state, county and city minimum wage increases
- Additional minimum wage changes coming in 2021
- How these changes affect your mandatory labor law posting requirements
- Tips to help you manage operations in different locations with conflicting laws
- New solution that will help you stay on top of these rapidly changing state and local minimum wage laws

# Posting Compliance Overview

- All employers must post federal, state and local (if applicable) postings
- Mandatory federal posters include:
  - EEOC
  - OSHA
  - FMLA
  - USERRA
  - FLSA
  - EPPA
  - FFCRA

# Posting Compliance Overview (cont.)

- Up to 16 additional state-specific posters
- Up to 11 additional posters for city/county compliance
- Additional posters for government contractors and certain industries

# There's No “One-Stop Shop” for Free Government Posters

- There are 175 different agencies responsible for issuing more than 390 posters (federal and state)
- In a single state, up to 23 postings issued by nine different agencies for federal/state compliance
- Approximately 22,000 local jurisdictions (city/county) have authority to issue their own posting requirements

*And that doesn't include additional postings required if you are in certain industries or have government contracts*

# Posting Changes Are on the Rise

- There are approximately 150 state-specific poster changes per year
  - 50% require immediate mandatory replacements
  - This number has increased significantly over the past two years
- Government agencies do not notify you when changes occur; it's your responsibility to keep up
- Posting requirements (including size, font and color mandates, as well as foreign language requirements) and change notifications may be buried in statutes, regulations, case law, and agency website pages

# Minimum Wage Basics

- Federal minimum wage has been \$7.25/hour since July 2009
- Certain federal contractors must pay \$10.80/hour — \$10.95/hour in 2021
- 29 states plus D.C. have higher minimum wage rates than federal law
- As an employer, you must pay the highest rate that applies, but display all required postings (even if the posters seem to conflict)

# 2020 MW Increases: State Law

State	New Minimum Wage	Effective Date	Poster Status
Alaska	\$10.19	January 1, 2020	Poster Updated
Arizona	\$12.00	January 1, 2020	Poster Updated
Arkansas	\$10.00	January 1, 2020	No Poster Update for 2020
California	\$13.00 (employers with 26+ employees)	January 1, 2020	No Poster Update for 2020
Colorado	\$12.00	January 1, 2020	Poster Updated
Connecticut	\$12.00	September 1, 2020	No Poster Update for 2020
District of Columbia	\$15.00	July 1, 2020	No Poster Update for 2020
Florida	\$8.56	January 1, 2020	Poster Updated
Illinois	\$9.25 (\$10.00 July 1, 2020)	January 1, 2020	Poster Update
Maine	\$12.00	January 1, 2020	Poster Update
Maryland	\$11.00	January 1, 2020	No Poster Update for 2020
Massachusetts	\$12.75	January 1, 2020	No Poster Update for 2020
Michigan	\$9.65	January 1, 2020	No Poster Update for 2020
Minnesota	\$10.00 (annual gross revenues of \$500,000+)	January 1, 2020	Poster Updated
Missouri	\$9.45	January 1, 2020	Poster Updated
Montana	\$8.65	January 1, 2020	Poster Updated
Nevada	\$9.00 (w/o benefits)	July 1, 2020	Poster Updated
New Jersey	\$11.00 (employers with 6+ employees)	January 1, 2020	No Poster Update for 2020
New Mexico	\$9.00	January 1, 2020	Poster Updated
New York	Variable rates based on location	December 31, 2019	Poster Updated
Ohio	\$8.70 (gross revenues \$319,000+)	January 1, 2020	Poster Updated
Oregon	Variable rates based on location	July 1, 2020	Poster Updated
South Dakota	\$9.30	January 1, 2020	No Poster Update for 2020
Vermont	\$10.96	January 1, 2020	Poster Updated
Washington	\$13.50	January 1, 2020	No Poster Update for 2020



# 2020 MW Increases: Local Law

City/County	New Minimum Wage	Effective Date	Poster Status
Arizona			
Flagstaff	\$13.00	January 1, 2020	Poster Updated
California			
Belmont	\$15.00	January 1, 2020	Poster Updated
Cupertino	\$15.35	January 1, 2020	Poster Updated
Daly City	\$13.75	January 1, 2020	Poster Updated
El Cerrito	\$15.37	January 1, 2020	Poster Updated
Mountain View	\$16.05	January 1, 2020	Poster Updated
Pasadena	\$15.00 (26+ employees)	July 1, 2020	Poster Updated
Petaluma	\$15.00 (26+ employees)	January 1, 2020	Poster Updated
Redwood City	\$15.38	January 1, 2020	Poster Updated
San Diego	\$13.00	January 1, 2020	Poster Updated
San Francisco	\$16.07	July 1, 2020	Poster Updated
San Jose	\$15.25	January 1, 2020	Poster Updated
San Mateo	\$15.38	January 1, 2020	Poster Updated
Sonoma	\$13.50 (26+ employees)	January 1, 2020	Poster Updated
Colorado			
Denver	\$12.85	January 1, 2020	Poster Updated
Minnesota			
St. Paul	\$12.50 (10,001+ employees)	January 1, 2020	Poster Updated
New Mexico			
Albuquerque	\$9.35 (w/o benefits)	January 1, 2020	Poster Updated
Bernalillo County	\$9.20 (w/o benefits)	January 1, 2020	Poster Updated
Las Cruces	\$10.25	January 1, 2020	Poster Updated
Washington			
Seattle	\$16.39 (employers with 501+ employees)	January 1, 2020	Poster Updated

# Upcoming MW Increases: State Law

State	New Minimum Wage	Effective Date	Poster Status
Alaska	TBA	January 1, 2021	Poster Update Pending
Arizona	TBA	January 1, 2021	Poster Update Pending
Arkansas	\$11.00	January 1, 2021	Previous Poster Acceptable
California	\$14.00 (employers with 26+ employees)	January 1, 2021	Poster Update Pending
Colorado	TBA	January 1, 2021	Poster Update Pending
Connecticut	\$13.00	August 1, 2021	Previous Poster Acceptable
District of Columbia	TBA	July 1, 2021	Poster Update Pending
Florida	TBA	January 1, 2021	Poster Updated Pending
Illinois	\$11.00	January 1, 2021	Previous Poster Acceptable
Maine	TBA	January 1, 2021	Poster Update Pending
Maryland	\$11.75 (employers with 15+ employees)	January 1, 2021	Previous Poster Acceptable
Massachusetts	\$13.50	January 1, 2021	Previous Poster Acceptable
Michigan	\$9.87	January 1, 2021	Previous Poster Acceptable
Minnesota	\$10.08 (annual gross revenues of \$500,000+)	January 1, 2021	Poster Update Pending
Missouri	\$10.30	January 1, 2021	Poster Update Pending
Montana	TBA	January 1, 2021	Poster Update Pending
Nevada	\$9.75 (w/o benefits)	July 1, 2021	Previous Poster Acceptable
New Jersey	\$12.00 (employers with 6+ employees)	January 1, 2021	Previous Poster Acceptable
New Mexico	\$10.50	January 1, 2021	Poster Update Pending
New York	Variable rates based on location	December 31, 2020	Poster Update Pending
Ohio	TBA	January 1, 2021	Poster Update Pending
Oregon	Variable rates based on location	July 1, 2021	Poster Update Pending
Rhode Island	\$11.50	October 1, 2020	Poster Update Pending
South Dakota	TBA	January 1, 2021	No Poster Update for 2021
Vermont	\$11.75	January 1, 2021	Poster Update Pending
Virginia	\$9.50	May 1, 2021	No Poster Update for 2021
Washington	TBA	January 1, 2021	No Poster Update for 2021

# Upcoming MW Increases: Local Law

State	New Minimum Wage	Effective Date	Poster Status
Alaska	\$10.34	January 1, 2021	Poster Update Pending
Arizona	\$12.15	January 1, 2021	Poster Update Pending
Arkansas	\$11.00	January 1, 2021	Previous Poster Acceptable
California	\$14.00 (employers with 26+ employees)	January 1, 2021	Poster Update Pending
Colorado	TBA	January 1, 2021	Poster Update Pending
Connecticut	\$13.00	August 1, 2021	Previous Poster Acceptable
District of Columbia	TBA	July 1, 2021	Poster Update Pending
Florida	TBA	January 1, 2021	Poster Updated Pending
Illinois	\$11.00	January 1, 2021	Previous Poster Acceptable
Maine	\$12.15	January 1, 2021	Poster Update Pending
Maryland	\$11.75 (employers with 15+ employees)	January 1, 2021	Previous Poster Acceptable
Massachusetts	\$13.50	January 1, 2021	Previous Poster Acceptable
Michigan	\$9.87	January 1, 2021	Previous Poster Acceptable
Minnesota	\$10.08 (annual gross revenues of \$500,000+)	January 1, 2021	Poster Update Pending
Missouri	\$10.30	January 1, 2021	Poster Update Pending
Montana	TBA	January 1, 2021	Poster Update Pending
Nevada	\$9.75 (w/o benefits)	July 1, 2021	Previous Poster Acceptable
New Jersey	\$12.00 (employers with 6+ employees)	January 1, 2021	Previous Poster Acceptable
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Ohio	TBA	January 1, 2021	Poster Update Pending
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Washington	TBA	January 1, 2021	No Poster Update for 2021

# Tips to Mange Your Business

1. Conduct an internal audit of your payroll practices to ensure compliance with federal, state and local minimum wage laws
2. Follow the provisions of each applicable law that are most generous to the employee
3. Address any areas that require policy adjustments

# Tips to Manage Your Business (cont.)

4. Consider uniform practices across locations (consistency vs. cost)
5. Display local postings in addition to mandatory federal and state postings, even if the information conflicts
6. Assign a dedicated internal resource, or use an outsourced partner for posting compliance to stay abreast of changing federal, state and local minimum wage laws

# Minimum Wage Monitor™ Premium Service


This service includes:

- An interactive, color-coded map with minimum wage data by state, county and city for all 50 states, plus the district of Columbia and Puerto Rico
- Current, past and future minimum wage rates (up to five years) for each location
- Automated email notifications whenever federal, state or local minimum wage laws are passed or changed, plus recurring reminder emails 90 days and 30 days before a new rate takes effect

# Minimum Wage Monitor™ Premium Service (cont.)

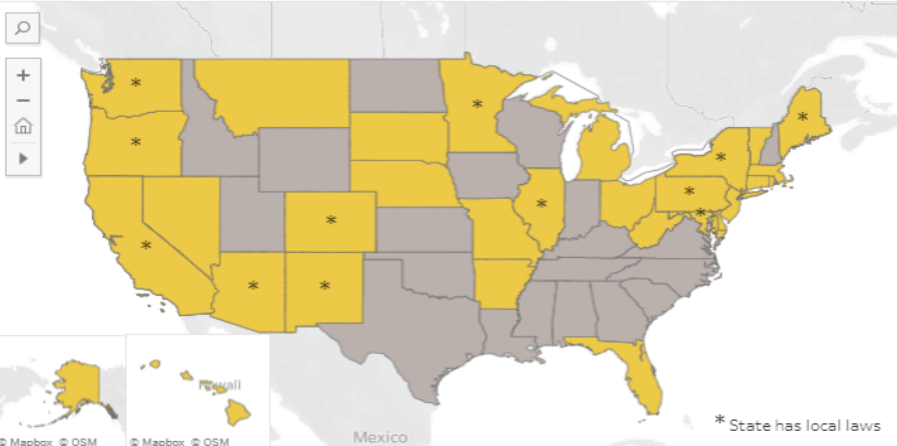
- Drill-down feature to view the full text of each law, along with the effective date, new wage rate, which employers are affected, and what governs the change (ordinance, statute, consumer price index, etc.)
- Filtering capabilities to isolate rates at each level — federal, state or local
- Real-time data maintained by our in-house legal research team

# Minimum Wage Monitor™ Premium Service (cont.)



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## Minimum Wage Monitor Premium Service



View laws as of:

Today

State:

(All)

City:

(All)

County:

(All)

Reset Filters

### Detail

State	City	County	Wage Determination	Applies To:	Effective	Wage
Alabama			Federal	Most Employers	7/24/2009	\$7.25
Alaska			CPI	Most Employers	1/1/2020	\$10.19
Arizona			Statute	Most Employers	1/1/2020	\$12.00
	Flagstaff		Ordinance	Most Employers	1/1/2020	\$13.00
Arkansas			Statute	Most Employers	1/1/2020	\$10.00
California			Statute	Large Employers (26+) (\$12.00 with 25 or less)	1/1/2020	\$13.00
		Los Angeles County (Uninc. Areas)	Ordinance	Large Business (>25 Employees)	7/1/2020	\$15.00
				Small Business (<26 Employees)	7/1/2020	\$14.25
	Alameda		Ordinance	Most Employers	7/1/2020	\$15.00
	Belmont		Ordinance	Most Employers	1/1/2020	\$15.00
	Berkeley		CPI	Most Employers	7/1/2020	\$16.07
	Cupertino		CPI	Most Employers	1/1/2020	\$15.35
	Daly City		Ordinance	Most Employers	1/1/2020	\$13.75