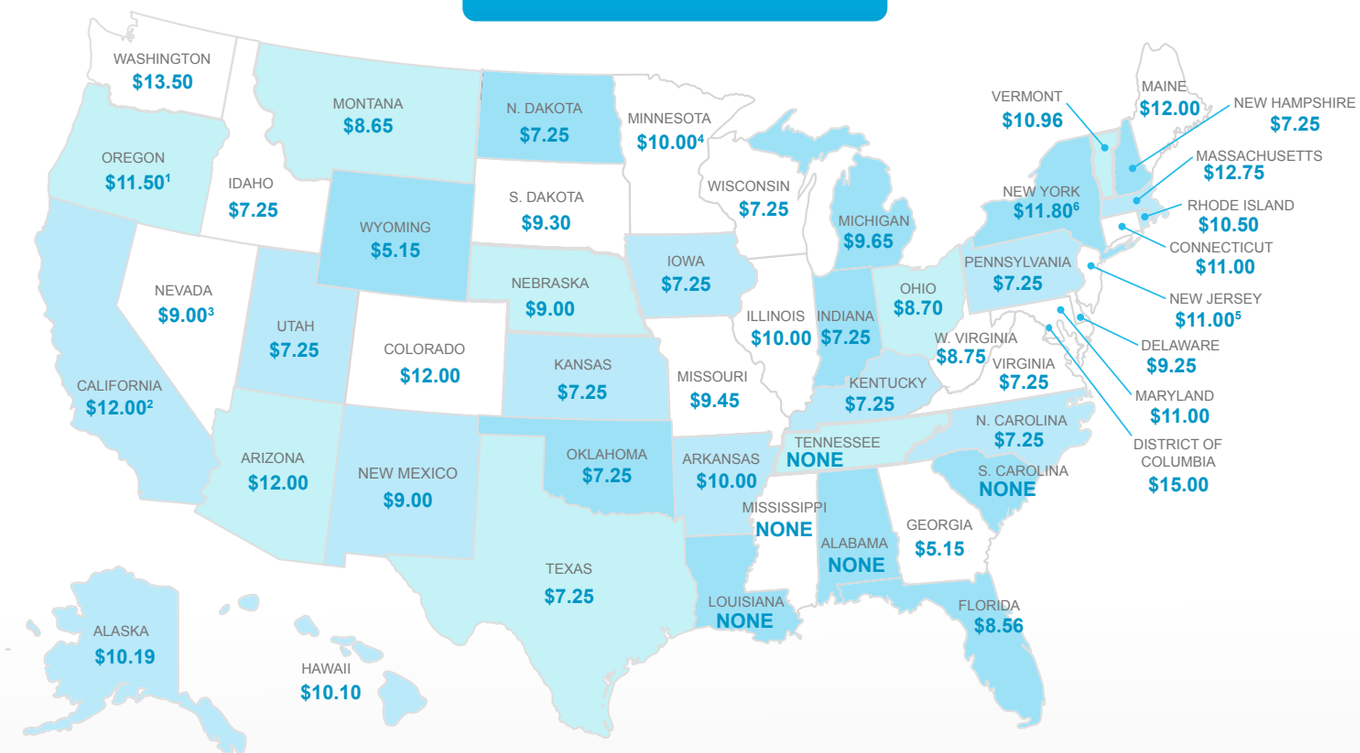
XpertHR Minimum Wage

As of July 1, 2020

By State



1. Higher in Portland and certain counties
2. $1.00 more for employers with 26 or more employees
3. $8.00 for an employer that provides qualifying health benefits
4. $8.15 for small employers
5. $10.30 for employers with five or fewer employees and seasonal employees
6. Higher for employees working in the fast food industry or in New York City, Nassau Co., Suffolk Co. or Westchester Co.

See XpertHR's 50-State Chart on Minimum Wage, featuring all municipalities.

In states with no minimum wage or with a minimum wage below **$7.25 AN HOUR,** an employer must pay at least **$7.25** an hour to all employees who are not exempt from the federal minimum wage.

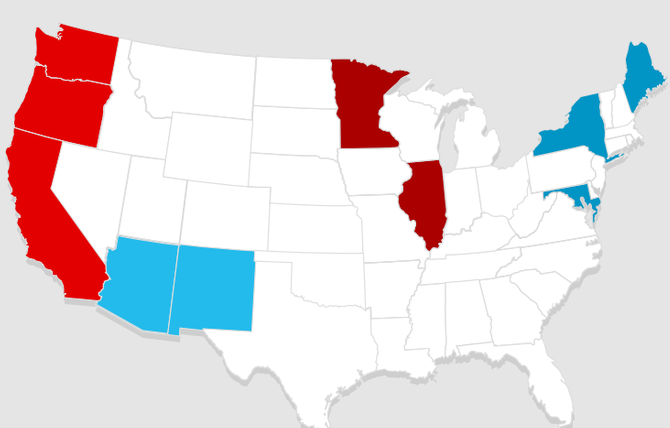
By Locality

Here is a sampling of the more than 50 local minimum wages that can be found across the nation.

West Coast

Seattle, WA	$15.75 (small employer), $16.39 (large employer)
Portland, OR	$13.25
Los Angeles, CA	$14.25 (small employer), $15.00 (large employer)
Los Angeles County, CA	$14.25 (small employer), $15.00 (large employer)
San Francisco, CA	$16.07
San Jose, CA	$15.25
San Diego, CA	$13.00

And many more...



South West

Flagstaff, AZ	$13.00
Albuquerque, NM	$9.35
Las Cruces, NM	$10.25

Great Lakes

Chicago, IL	$13.50 (small employer), $14.00 (large employer)
Cook County, IL	$13.00
Minneapolis, MN	$11.75 (small employer), $13.25 (large employer)

East Coast

Portland, ME	$12.00
Washington, DC	$15.00
New York City, NY	$15.00 (all employers)
Montgomery Co., MD	$13.00 (small employer), $13.25 (mid-sized employer), $14.00 (large employer)