



HR | Payroll | Benefits | Insurance

**2021 Mid-Year Minimum Wage Changes.** This material is current as of **May 28, 2021** and is subject to change.

Some states change minimum wages mid-year rather than at the beginning of the year. To assist you with planning, the following is a list of upcoming state minimum wage increases:

**Reminder:** Many local jurisdictions will also be increasing their minimum wage rates this year. Employees covered by federal, state, and local minimum wage laws are generally entitled to receive the highest applicable rate.

State	2021 Effective Date	Minimum Wage	Tipped Employees Minimum Cash Wage
Connecticut	August 1	\$13.00	No change \$8.23 bartender \$6.38 waitstaff
District of Columbia	July 1	\$15.20	\$5.05
Florida	September 30	\$10.00	\$6.98
Nevada	July 1	\$8.75 - with health benefits \$9.75 - with no health benefits	N/A
New York - fast food industry workers outside of New York City	July 1, 2021	\$15.00	N/A
Oregon <sup>1</sup>	July 1	\$12.75 - standard rate \$14.00 - urban rate \$12.00 - non-urban rate	N/A
Virginia	May 1	\$9.50	\$2.13

<sup>1</sup>Higher rate for employers located in the urban growth boundary, and a lower rate for employers located in nonurban counties.

Additional information regarding state exemptions may be found on the [applicable state government websites](#).

We are happy to assist you in complying with these new minimum wage rates. Review your payroll to determine if your business and employees are affected by these changes and notify us of any necessary adjustments. Failure to comply with minimum wage laws may result in substantial penalties.

---

Paychex makes it simple.



HR | Payroll | Benefits | Insurance

**Important:** Paychex will not make any changes to your payroll, including changes to employee wage rates, without your express instructions to do so.

If you have questions, please contact your payroll service representative.

The content contained within this document reflects the most current information at the time of its release and is subject to change.

---

Paychex makes it simple.