

**2021 Minimum Wage by State**  
**paycor.com**

State	Minimum Wage
Alabama	\$7.25
Alaska	\$10.34
Arizona	\$12.15
Arkansas	\$11.00
California	\$14.00
Colorado	\$12.32
Connecticut	\$13.00
DC	\$15.20
Delaware	\$10.25
Florida	\$10.00
Georgia	\$7.25
Hawaii	\$10.10
Idaho	\$7.25
Illinois	\$11.00
Indiana	\$7.25
Iowa	\$7.25
Kansas	\$7.25
Kentucky	\$7.25
Louisiana	\$7.25
Maine	\$12.15
Maryland	\$11.75
Massachusetts	\$13.50
Michigan	\$9.65
Minnesota	\$10.08
Mississippi	\$7.25
Missouri	\$10.30
Montana	\$8.75
Nebraska	\$9.00
Nevada	\$8.75
New Hampshire	\$7.25
New Jersey	\$12.00
New Mexico	\$10.50
New York	\$12.50
North Carolina	\$7.25
North Dakota	\$7.25
Ohio	\$8.80
Oklahoma	\$7.25
Oregon	\$12.75
Pennsylvania	\$7.25
Rhode Island	\$11.50
South Carolina	\$7.25
South Dakota	\$9.45
Tennessee	\$7.25
Texas	\$7.25
Utah	\$7.25
Vermont	\$11.75
Virginia	\$9.50
Washington	\$13.69
West Virginia	\$8.75
Wisconsin	\$7.25
Wyoming	\$7.25

**2021 Average Annual Salary by State**  
**ziprecruiter.com**

State	AverageWage
Alabama	\$53,786
Alaska	\$69,751
Arizona	\$57,091
Arkansas	\$59,389
California	\$62,356
Colorado	\$63,026
Connecticut	\$60,416
DC	\$69,141
Delaware	\$62,391
Florida	\$51,909
Georgia	\$55,075
Hawaii	\$73,973
Idaho	\$58,479
Illinois	\$59,068
Indiana	\$56,725
Iowa	\$54,554
Kansas	\$66,665
Kentucky	\$65,077
Louisiana	\$55,280
Maine	\$58,015
Maryland	\$66,701
Massachusetts	\$74,189
Michigan	\$59,093
Minnesota	\$57,001
Mississippi	\$62,497
Missouri	\$57,598
Montana	\$57,684
Nebraska	\$65,465
Nevada	\$69,200
New Hampshire	\$65,421
New Jersey	\$58,149
New Mexico	\$53,675
New York	\$67,727
North Carolina	\$53,703
North Dakota	\$70,067
Ohio	\$56,477
Oklahoma	\$60,844
Oregon	\$67,253
Pennsylvania	\$58,583
Rhode Island	\$71,365
South Carolina	\$63,020
South Dakota	\$68,022
Tennessee	\$56,888
Texas	\$56,536
Utah	\$55,841
Vermont	\$61,581
Virginia	\$64,607
Washington	\$69,142
West Virginia	\$58,867
Wisconsin	\$56,509

State	AverageWage
Wyoming	\$60,682

## 2021 Average Cost of Living by State livingwage.mit.edu

State	Average Cost of Living
Alabama	\$28,652
Alaska	\$31,333
Arizona	\$31,077
Arkansas	\$27,652
California	\$38,823
Colorado	\$34,009
Connecticut	\$33,240
DC	\$42,609
Delaware	\$31,868
Florida	\$30,825
Georgia	\$31,940
Hawaii	\$40,412
Idaho	\$29,007
Illinois	\$31,975
Indiana	\$27,955
Iowa	\$28,327
Kansas	\$28,093
Kentucky	\$28,048
Louisiana	\$29,251
Maine	\$31,043
Maryland	\$35,879
Massachusetts	\$36,889
Michigan	\$28,354
Minnesota	\$30,997
Mississippi	\$27,936
Missouri	\$28,535
Montana	\$29,004
Nebraska	\$28,234
Nevada	\$28,442
New Hampshire	\$30,089
New Jersey	\$33,696
New Mexico	\$29,057
New York	\$38,719
North Carolina	\$30,617
North Dakota	\$27,211
Ohio	\$27,369
Oklahoma	\$28,133
Oregon	\$35,050
Pennsylvania	\$27,861
Rhode Island	\$30,763
South Carolina	\$30,328
South Dakota	\$26,225
Tennessee	\$27,563
Texas	\$29,134
Utah	\$30,211
Vermont	\$31,057
Virginia	\$34,552

State	Average Cost of Living
Washington	\$33,982
West Virginia	\$27,837
Wisconsin	\$29,160
Wyoming	\$27,425

## States Ranked by Least Minimum Wage Work Hours Needed to Meet Cost of Living

Obs	State	Minimum Wage	Average Cost of Living	Average Work Hours Needed
1	Washington	\$13.69	\$33,982	2,482.25
2	Arkansas	\$11.00	\$27,652	2,513.82
3	Maine	\$12.15	\$31,043	2,554.98
4	Connecticut	\$13.00	\$33,240	2,556.92
5	Arizona	\$12.15	\$31,077	2,557.78
6	Vermont	\$11.75	\$31,057	2,643.15
7	Rhode Island	\$11.50	\$30,763	2,675.04
8	Massachusetts	\$13.50	\$36,889	2,732.52
9	Oregon	\$12.75	\$35,050	2,749.02
10	Colorado	\$12.32	\$34,009	2,760.47
11	New Mexico	\$10.50	\$29,057	2,767.33
12	Missouri	\$10.30	\$28,535	2,770.39
13	California	\$14.00	\$38,823	2,773.07
14	South Dakota	\$9.45	\$26,225	2,775.13
15	DC	\$15.20	\$42,609	2,803.22
16	New Jersey	\$12.00	\$33,696	2,808.00
17	Illinois	\$11.00	\$31,975	2,906.82
18	Michigan	\$9.65	\$28,354	2,938.24
19	Alaska	\$10.34	\$31,333	3,030.27
20	Maryland	\$11.75	\$35,879	3,053.53
21	Minnesota	\$10.08	\$30,997	3,075.10
22	Florida	\$10.00	\$30,825	3,082.50
23	New York	\$12.50	\$38,719	3,097.52
24	Delaware	\$10.25	\$31,868	3,109.07
25	Ohio	\$8.80	\$27,369	3,110.11
26	Nebraska	\$9.00	\$28,234	3,137.11
27	West Virginia	\$8.75	\$27,837	3,181.37
28	Nevada	\$8.75	\$28,442	3,250.51
29	Montana	\$8.75	\$29,004	3,314.74
30	Virginia	\$9.50	\$34,552	3,637.05
31	North Dakota	\$7.25	\$27,211	3,753.24
32	Wyoming	\$7.25	\$27,425	3,782.76
33	Tennessee	\$7.25	\$27,563	3,801.79
34	Pennsylvania	\$7.25	\$27,861	3,842.90
35	Mississippi	\$7.25	\$27,936	3,853.24
36	Indiana	\$7.25	\$27,955	3,855.86
37	Kentucky	\$7.25	\$28,048	3,868.69
38	Kansas	\$7.25	\$28,093	3,874.90
39	Oklahoma	\$7.25	\$28,133	3,880.41
40	Iowa	\$7.25	\$28,327	3,907.17
41	Alabama	\$7.25	\$28,652	3,952.00
42	Idaho	\$7.25	\$29,007	4,000.97
43	Hawaii	\$10.10	\$40,412	4,001.19
44	Texas	\$7.25	\$29,134	4,018.48
45	Wisconsin	\$7.25	\$29,160	4,022.07

Obs	State	Minimum Wage	Average Cost of Living	Average Work Hours Needed
46	Louisiana	\$7.25	\$29,251	4,034.62
47	New Hampshire	\$7.25	\$30,089	4,150.21
48	Utah	\$7.25	\$30,211	4,167.03
49	South Carolina	\$7.25	\$30,328	4,183.17
50	North Carolina	\$7.25	\$30,617	4,223.03
51	Georgia	\$7.25	\$31,940	4,405.52

### States Ranked by Highest Average Surplus

Obs	State	Average Wage	Average Cost of Living	Average State Surplus
1	North Dakota	\$70,067	\$27,211	\$42,856
2	South Dakota	\$68,022	\$26,225	\$41,797
3	Nevada	\$69,200	\$28,442	\$40,758
4	Rhode Island	\$71,365	\$30,763	\$40,602
5	Kansas	\$66,665	\$28,093	\$38,572
6	Alaska	\$69,751	\$31,333	\$38,418
7	Massachusetts	\$74,189	\$36,889	\$37,300
8	Nebraska	\$65,465	\$28,234	\$37,231
9	Kentucky	\$65,077	\$28,048	\$37,029
10	New Hampshire	\$65,421	\$30,089	\$35,332
11	Washington	\$69,142	\$33,982	\$35,160
12	Mississippi	\$62,497	\$27,936	\$34,561
13	Hawaii	\$73,973	\$40,412	\$33,561
14	Wyoming	\$60,682	\$27,425	\$33,257
15	Oklahoma	\$60,844	\$28,133	\$32,711
16	South Carolina	\$63,020	\$30,328	\$32,692
17	Oregon	\$67,253	\$35,050	\$32,203
18	Arkansas	\$59,389	\$27,652	\$31,737
19	West Virginia	\$58,867	\$27,837	\$31,030
20	Maryland	\$66,701	\$35,879	\$30,822
21	Michigan	\$59,093	\$28,354	\$30,739
22	Pennsylvania	\$58,583	\$27,861	\$30,722
23	Vermont	\$61,581	\$31,057	\$30,524
24	Delaware	\$62,391	\$31,868	\$30,523
25	Virginia	\$64,607	\$34,552	\$30,055
26	Idaho	\$58,479	\$29,007	\$29,472
27	Tennessee	\$56,888	\$27,563	\$29,325
28	Ohio	\$56,477	\$27,369	\$29,108
29	Missouri	\$57,598	\$28,535	\$29,063
30	Colorado	\$63,026	\$34,009	\$29,017
31	New York	\$67,727	\$38,719	\$29,008
32	Indiana	\$56,725	\$27,955	\$28,770
33	Montana	\$57,684	\$29,004	\$28,680
34	Texas	\$56,536	\$29,134	\$27,402
35	Wisconsin	\$56,509	\$29,160	\$27,349
36	Connecticut	\$60,416	\$33,240	\$27,176
37	Illinois	\$59,068	\$31,975	\$27,093
38	Maine	\$58,015	\$31,043	\$26,972
39	DC	\$69,141	\$42,609	\$26,532
40	Iowa	\$54,554	\$28,327	\$26,227
41	Louisiana	\$55,280	\$29,251	\$26,029
42	Arizona	\$57,091	\$31,077	\$26,014
43	Minnesota	\$57,001	\$30,997	\$26,004

Obs	State	Average Wage	Average Cost of Living	Average State Surplus
44	Utah	\$55,841	\$30,211	\$25,630
45	Alabama	\$53,786	\$28,652	\$25,134
46	New Mexico	\$53,675	\$29,057	\$24,618
47	New Jersey	\$58,149	\$33,696	\$24,453
48	California	\$62,356	\$38,823	\$23,533
49	Georgia	\$55,075	\$31,940	\$23,135
50	North Carolina	\$53,703	\$30,617	\$23,086
51	Florida	\$51,909	\$30,825	\$21,084

### Statistics for California

State	Minimum Wage	Average Wage	Average Cost of Living	Average State Surplus	Average Work Hours Needed
California	\$14.00	\$62,356	\$38,823	\$23,533	2,773.07

### States Ranked by Highest Average Wage based on ziprecruiter.com

Obs	State	Average Wage
1	Massachusetts	\$74,189
2	Hawaii	\$73,973
3	Rhode Island	\$71,365
4	North Dakota	\$70,067
5	Alaska	\$69,751
6	Nevada	\$69,200
7	Washington	\$69,142
8	DC	\$69,141
9	South Dakota	\$68,022
10	New York	\$67,727
11	Oregon	\$67,253
12	Maryland	\$66,701
13	Kansas	\$66,665
14	Nebraska	\$65,465
15	New Hampshire	\$65,421
16	Kentucky	\$65,077
17	Virginia	\$64,607
18	Colorado	\$63,026
19	South Carolina	\$63,020
20	Mississippi	\$62,497
21	Delaware	\$62,391
22	California	\$62,356
23	Vermont	\$61,581
24	Oklahoma	\$60,844
25	Wyoming	\$60,682
26	Connecticut	\$60,416
27	Arkansas	\$59,389
28	Michigan	\$59,093
29	Illinois	\$59,068
30	West Virginia	\$58,867
31	Pennsylvania	\$58,583
32	Idaho	\$58,479
33	New Jersey	\$58,149
34	Maine	\$58,015

Obs	State	Average Wage
35	Montana	\$57,684
36	Missouri	\$57,598
37	Arizona	\$57,091
38	Minnesota	\$57,001
39	Tennessee	\$56,888
40	Indiana	\$56,725
41	Texas	\$56,536
42	Wisconsin	\$56,509
43	Ohio	\$56,477
44	Utah	\$55,841
45	Louisiana	\$55,280
46	Georgia	\$55,075
47	Iowa	\$54,554
48	Alabama	\$53,786
49	North Carolina	\$53,703
50	New Mexico	\$53,675
51	Florida	\$51,909

### States Ranked by Minimum Wage

Obs	State	MinWage
1	DC	15.20
2	California	14.00
3	Washington	13.69
4	Massachusetts	13.50
5	Connecticut	13.00
6	Oregon	12.75
7	New York	12.50
8	Colorado	12.32
9	Arizona	12.15
10	Maine	12.15
11	New Jersey	12.00
12	Maryland	11.75
13	Vermont	11.75
14	Rhode Island	11.50
15	Arkansas	11.00
16	Illinois	11.00
17	New Mexico	10.50
18	Alaska	10.34
19	Missouri	10.30
20	Delaware	10.25
21	Hawaii	10.10
22	Minnesota	10.08
23	Florida	10.00
24	Michigan	9.65
25	Virginia	9.50
26	South Dakota	9.45
27	Nebraska	9.00
28	Ohio	8.80
29	Montana	8.75
30	Nevada	8.75
31	West Virginia	8.75
32	Alabama	7.25

Obs	State	MinWage
33	Georgia	7.25
34	Idaho	7.25
35	Indiana	7.25
36	Iowa	7.25
37	Kansas	7.25
38	Kentucky	7.25
39	Louisiana	7.25
40	Mississippi	7.25
41	New Hampshire	7.25
42	North Carolina	7.25
43	North Dakota	7.25
44	Oklahoma	7.25
45	Pennsylvania	7.25
46	South Carolina	7.25
47	Tennessee	7.25
48	Texas	7.25
49	Utah	7.25
50	Wisconsin	7.25
51	Wyoming	7.25