

Adverse Effect Wage Rates

(Starting 12/21/2020)

I. Range Occupations (effective December 15, 2020)

\$1,727.75/month in all States

II. Non-Range Occupations

A. **Rates for Field and Livestock Workers (combined)** - Includes the following Standard Occupational Classification (SOC) codes:

45-2041 (Graders and Sorters, Agricultural Products)

45-2091 (Agricultural Equipment Operators)

45-2092 (Farmworkers and Laborers, Crop, Nursery, and Greenhouse)

45-2093 (Farmworkers, Farm, Ranch, and Aquacultural Animals)

45-2099 (Agricultural Workers, All Other)

53-7064 (Packers and Packagers, Hand)

STATE	2021	2020
Alabama	\$11.71	\$11.71
Alaska	See Part B below	NA
Arizona	\$12.91	\$12.91
Arkansas	\$11.83	\$11.83
California	\$14.77	\$14.77
Colorado	\$14.26	\$14.26
Connecticut	\$14.29	\$14.29
Delaware	\$13.34	\$13.34
Florida	\$11.71	\$11.71
Georgia	\$11.71	\$11.71
Hawaii	\$14.90	\$14.90
Idaho	\$13.62	\$13.62
Illinois	\$14.52	\$14.52
Indiana	\$14.52	\$14.52
Iowa	\$14.58	\$14.58
Kansas	\$14.99	\$14.99
Kentucky	\$12.40	\$12.40
Louisiana	\$11.83	\$11.83
Maine	\$14.29	\$14.29
Maryland	\$13.34	\$13.34
Massachusetts	\$14.29	\$14.29
Michigan	\$14.40	\$14.40
Minnesota	\$14.40	\$14.40

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STATE	2021	2020
Mississippi	\$11.83	\$11.83
Missouri	\$14.58	\$14.58
Montana	\$13.62	\$13.62
Nebraska	\$14.99	\$14.99
Nevada	\$14.26	\$14.26
New Hampshire	\$14.29	\$14.29
New Jersey	\$13.34	\$13.34
New Mexico	\$12.91	\$12.91
New York	\$14.29	\$14.29
North Carolina	\$12.67	\$12.67
North Dakota	\$14.99	\$14.99
Ohio	\$14.52	\$14.52
Oklahoma	\$12.67	\$12.67
Oregon	\$15.83	\$15.83
Pennsylvania	\$13.34	\$13.34
Rhode Island	\$14.29	\$14.29
South Carolina	\$11.71	\$11.71
South Dakota	\$14.99	\$14.99
Tennessee	\$12.40	\$12.40
Texas	\$12.67	\$12.67
Utah	\$14.26	\$14.26
Vermont	\$14.29	\$14.29
Virginia	\$12.67	\$12.67
Washington	\$15.83	\$15.83
West Virginia	\$12.40	\$12.40
Wisconsin	\$14.40	\$14.40
Wyoming	\$13.62	\$13.62

Rates for occupations *other than* the Field and Livestock Workers (combined) SOCs noted above, and for *all* Field and Livestock Workers (combined) in Alaska

Obtain rates for all other SOCs from the U.S. Bureau of Labor Statistics - Occupational Employment Statistics (OES) Query System. Please follow the instructions in the document linked below.

[OES Query System Instructions](#)