On January 1st 2021, Montana's minimum wage increased to $8.75 from the former minimum wage of $8.65, making it $1.50 higher than the national minimum wage of $7.25. Montana’s minimum wage increases annually to adjust for inflation based on the national Consumer Price Index for Urban Consumers.
Although the 2021 minimum wage of $8.75 per hour is a historic high in nominal terms, the purchasing power of the minimum wage in real terms peaked in 1968 when it was equivalent of $11.75 in 2019 dollars. The nominal minimum wage in 1968 was $1.60 for both the state and nation.
A large majority of Montana’s minimum wage workers are concentrated in the service sectors. The accommodation and food services sector accounts for the largest share, employing nearly 41% of Montana’s minimum wage workers. The retail sector makes up the second largest share, at nearly 13%.

The industries employing the smallest share of Montana’s minimum wage workers were the mining and agriculture, forestry, fishing and hunting sectors, each of which accounted for less than a tenth of a percent of minimum wage workers.
In 2020, approximately 9,680 people employed in Montana (or about 2.1% of the workforce) were earning the current minimum wage ($8.75) or less. Most of the workers affected by the minimum wage were employed in service-related occupations. For example, of the 10,054 waiters and waitresses in Montana, approximately 10% were earning $8.75 or less.