

Minimum Wage Requirements

Per State for 2024/2025

- All wages listed are per hour unless otherwise specified.
- Additional regulations may apply. For the most accurate information, refer to the Department of Labor.
- This document is for reference only and is not intended as formal legal advice. Always consult local counsel and your organization’s legal and accounting teams.

State	Minimum Wage Requirement
Alabama	<p>State Minimum Wage: No state law</p> <p>Federal Requirement: Employers covered by the Fair Labor Standards Act must pay the Federal minimum wage of \$7.25 per hour</p>
Alaska	<p>2024 Minimum Wage: \$11.73</p> <p>2025 Minimum Wage: \$13.00 (effective 7/1/2025), \$14.00 (effective 7/1/2026), \$15.00 (effective 7/1/2027)</p>
Arizona	<p>2024 Minimum Wage: \$14.35</p> <p>2025 Minimum Wage: Increases to \$14.70 (effective 1/1/2025)</p>
Arkansas	<p>2024 Minimum Wage: \$11.00 (tipped employees: \$2.63)</p> <p>2025 Minimum Wage: No change</p>
California	<p>2024 Minimum Wage: \$16.00</p> <p>2025 Minimum Wage: Increases to \$16.50</p> <ul style="list-style-type: none"> • Industry-Specific Rates: <ul style="list-style-type: none"> ◦ Fast Food Workers: \$20.00 (at chains with 60+ locations, effective 4/1/2024) ◦ Healthcare Workers: \$18.00–\$23.00 (effective 10/15/2024 or 1/1/2025, contingent on state budget) <p>Local Minimum Wage Rates: See chart on next page for county by county rates.</p>

California County By County Rates

2025 rates effective 1/1/2025. If no rate listed, there is no change for that county.

County	2024	2025
Alameda	\$17.00	
Belmont	\$17.35	\$18.30
Berkley	\$18.67	
Burlingame	\$17.03	\$17.48
Cupertino	\$17.75	\$18.20
Daly City	\$16.62	\$17.45
El Cerrito	\$17.92	\$18.34
Emeryville	\$19.36	
Foster City	\$17.00	\$17.40
Fremont	\$17.30	
Half Moon Bay	\$17.01	\$17.47
Hayward (25+ EEs)	\$16.90	\$17.36
Los Altos	\$17.75	\$18.20
Los Angeles	\$17.28	
Los Angeles County	\$17.27	
Malibu	\$17.27	
Menlo Park	\$16.70	
Milpitas	\$17.70	
Mountain View	\$18.75	\$19.20

County	2024	2025
Novato (< 26 EEs)	\$16.01	state min
Novato (26-99 EEs)	\$16.60	\$17.00
Novato (99+ EEs)	\$16.86	\$17.27
Palo Alto	\$17.80	\$18.20
Pasadena	\$17.50	
Petaluma	\$17.45	\$17.97
Redwood	\$17.70	\$18.20
Richmond	\$17.20	
San Carlos	\$16.87	\$17.32
San Diego	\$16.85	\$17.25
San Francisco	\$18.67	
San Jose	\$17.55	\$17.95
San Mateo	\$17.35	\$17.48
San Mateo County	\$17.06	
Santa Clara	\$17.75	\$18.20
Santa Monica	\$17.27	
South San Francisco	\$17.25	\$17.70
Sunnyvale	\$18.55	\$19.00
West Hollywood	\$19.08	\$19.61

State	Minimum Wage Requirement
Colorado	<p>2024 Minimum Wage: \$14.42</p> <ul style="list-style-type: none"> • Local Minimum Wage Rates: <ul style="list-style-type: none"> ◦ Edgewater: \$15.02 ◦ Boulder County: \$15.69 ◦ Denver: \$18.29 <p>2025 Minimum Wage: Increases to \$14.81 (tipped employees: \$11.79) (effective 1/1/2025)</p> <ul style="list-style-type: none"> • Local Minimum Wage Rates: <ul style="list-style-type: none"> ◦ Edgewater: \$16.52 ◦ Boulder County: \$16.57 ◦ Denver: \$18.81
Connecticut	<p>2024 Minimum Wage: \$15.69</p> <p>2025 Minimum Wage: Increases to \$16.35 (effective 1/1/2025)</p>
Delaware	<p>2024 Minimum Wage: \$13.25</p> <p>2025 Minimum Wage: Increases to \$15.00 (effective 1/1/2025)</p>
District of Columbia	<p>2024 Minimum Wage: \$17.50</p> <p>2025 Minimum Wage: No change</p>
Florida	<p>2024 Minimum Wage: \$13.00</p> <p>2025 Minimum Wage: Increases to \$14.00 (effective 9/30/2025)</p>
Georgia	<p>Basic Minimum Wage (for employers with 6+ employees): \$5.15</p> <p>Federal Fair Labor Standards Act: Employers covered by this must pay the Federal minimum wage of \$7.25 per hour (supersedes state rate when higher)</p>
Hawaii	<p>2024 Minimum Wage: \$14.00</p> <p>2025 Minimum Wage: No change</p> <p>Future Increases: \$16.00 (effective 1/1/2026), \$18.00 (effective 1/1/2028)</p>
Idaho	<p>2024 Minimum Wage: \$7.25</p> <p>2025 Minimum Wage: No change</p>

State	Minimum Wage Requirement
Illinois	<p>2024 Minimum Wage: \$14.00</p> <ul style="list-style-type: none"> • Tipped employees: \$8.40 • Workers under 18 (working < 650 hours/year): \$12.00 • Local Minimum Wage Rates: <ul style="list-style-type: none"> ◦ Chicago: \$16.20 ◦ Cook County: \$14.05 <p>2025 Minimum Wage: Increases to \$15.00 (effective 1/1/2025)</p> <ul style="list-style-type: none"> • Tipped employees: \$9.00 • Workers under 18 (working < 650 hours/year): \$13.00
Indiana	<p>2024 Minimum Wage: \$7.25</p> <p>2025 Minimum Wage: No change</p>
Iowa	<p>2024 Minimum Wage: \$7.25</p> <p>2025 Minimum Wage: No change</p>
Kansas	<p>2024 Minimum Wage: \$7.25</p> <p>2025 Minimum Wage: No change</p>
Kentucky	<p>2024 Minimum Wage: \$7.25 (tipped employees: \$2.13)</p> <p>2025 Minimum Wage: No change</p>
Louisiana	<p>State Minimum Wage: No state law</p> <p>Federal Requirement: Employers covered by the Fair Labor Standards Act must pay the Federal minimum wage of \$7.25 per hour</p>
Maine	<p>2024 Minimum Wage: \$14.15 (tipped employees: \$7.08)</p> <ul style="list-style-type: none"> • Local Minimum Wage Rates: <ul style="list-style-type: none"> ◦ Portland: \$15.00 ◦ Rockland: \$15.00 <p>2025 Minimum Wage: Increases to \$14.65 (tipped employees: \$7.33) (effective 1/1/2025)</p>
Maryland	<p>2024 Minimum Wage: \$15.00 (tipped employees: \$3.63)</p> <ul style="list-style-type: none"> • Local Minimum Wage Rates: <ul style="list-style-type: none"> ◦ Howard County: \$15.00 ◦ Montgomery County (11-50 EEs): \$15.50 ◦ Montgomery County (50+ EEs): \$17.15 <p>2025 Minimum Wage: No change</p> <ul style="list-style-type: none"> • Local Minimum Wage Rates (effective 1/1/2025): <ul style="list-style-type: none"> ◦ Howard County: \$16.00

State	Minimum Wage Requirement
Massachusetts	<p>2024 Minimum Wage: \$15.00</p> <ul style="list-style-type: none"> • Tipped employees: \$6.75 • Agricultural workers: \$8.00 <p>2025 Minimum Wage: No change</p>
Michigan	<p>2024 Minimum Wage: \$10.33</p> <ul style="list-style-type: none"> • Minors under 18: \$8.78 • Tipped employees: \$3.93 • Training wage: \$4.25 for newly hired employees under age 20) <p>2025 Minimum Wage: Increases to \$10.56 (effective 1/1/2025)</p> <ul style="list-style-type: none"> • Minors: \$8.98 • Tipped employees: \$4.01
Minnesota	<p>2024 Minimum Wage: Large employers: \$10.85</p> <ul style="list-style-type: none"> • Small employers, youth, training: \$8.85 • Local Minimum Wage Rates: <ul style="list-style-type: none"> ◦ Minneapolis: \$15.57 ◦ Saint Paul (<6 EEs): \$12.25 ◦ Saint Paul (6-100 EEs): \$14.00 ◦ Saint Paul (101-1K EEs): \$15.57 <p>2025 Minimum Wage: Large employers: Increases to \$11.13 (effective 1/1/2025)</p> <ul style="list-style-type: none"> • 90-day training wage (under 20): \$9.08 • Local Minimum Wage Rates (effective 1/1/2025): <ul style="list-style-type: none"> ◦ Minneapolis: \$15.97 ◦ Saint Paul (<6 EEs): \$13.25 ◦ Saint Paul (6-100 EEs): \$15.00 ◦ Saint Paul (101-1K EEs): no change
Mississippi	<p>State Minimum Wage: No state law</p> <p>Federal Requirement: Employers covered by the Fair Labor Standards Act must pay the Federal minimum wage of \$7.25 per hour</p>
Missouri	<p>2024 Minimum Wage: \$12.30</p> <ul style="list-style-type: none"> • Tipped employees: \$6.15 <p>2025 Minimum Wage: Increases to \$13.50 (effective 1/1/2025)</p>

State	Minimum Wage Requirement
Montana	<p>2024 Minimum Wage: \$10.30</p> <p>2025 Minimum Wage: Increases to \$12.65 (effective 1/1/2025)</p>
Nebraska	<p>2024 Minimum Wage: \$12.00</p> <p>2025 Minimum Wage: Increases to \$13.50 (effective 1/1/2025)</p>
Nevada	<p>2024 Minimum Wage: \$12.00</p> <p>2025 Minimum Wage: No change</p>
New Hampshire	<p>2024 Minimum Wage: \$7.25</p> <p>2025 Minimum Wage: No change</p>
New Jersey	<p>2024 Minimum Wage: \$15.13</p> <ul style="list-style-type: none"> • Tipped employees: \$5.26 (\$9.87 tip credit) • Seasonal/small employers: \$13.73 • Farm: \$12.81 • Long-term care staff: \$18.13 <p>2025 Minimum Wage: Increases to \$15.49 (effective 1/1/2025)</p> <ul style="list-style-type: none"> • Tipped employees: \$5.62 (\$9.87 tip credit) • Seasonal/small employers: \$14.53 • Farm: \$13.40 • Long-term care staff: \$18.49
New Mexico	<p>2024 Minimum Wage: \$12.00 (tipped employees: \$7.20)</p> <p>2025 Minimum Wage: No change</p>
New York	<p>2024 Minimum Wage:</p> <ul style="list-style-type: none"> • New York City, Nassau County, Suffolk County, & Westchester County: \$16.00 <ul style="list-style-type: none"> ◦ Tipped Service Employees: Cash wage \$13.35 + \$2.65 tip credit ◦ Tipped Food Service Workers: Cash wage \$10.65 + \$5.35 tip credit • Remainder of New York State: \$15.00 <ul style="list-style-type: none"> ◦ Tipped Service Employees: Cash wage \$12.50 + \$2.50 tip credit ◦ Tipped Food Service Workers: Cash wage \$10.00 + \$5.00 tip credit <p>2025 Minimum Wage: Rate increase of \$0.50 (effective 1/1/2025)</p>
North Carolina	<p>2024 Minimum Wage: \$7.25 (tipped employees: \$2.13)</p> <p>2025 Minimum Wage: No change</p>

State	Minimum Wage Requirement
North Dakota	<p>2024 Minimum Wage: \$7.25</p> <p>2025 Minimum Wage: No change</p>
Ohio	<p>2024 Minimum Wage: \$10.45 (tipped employees: \$5.25) <i>*Applies to employees of businesses with annual gross receipts of more than \$385,000.</i></p> <p>2025 Minimum Wage: Increases to \$10.70 (tipped employees: \$5.35) (effective 1/1/2025) <i>*Applies to employees of businesses with annual gross receipts of more than \$394,000.</i></p>
Oklahoma	<p>2024 Minimum Wage: \$7.25</p> <p>2025 Minimum Wage: No Change</p> <p>Future changes: Oklahoma has set a date in 2026 to vote on whether or not to raise the minimum wage</p>
Oregon	<p>2024 Minimum Wage: \$14.70</p> <ul style="list-style-type: none"> • Portland Metro: \$15.95 • Nonurban counties: \$13.70 <p>2025 Minimum Wage: To be adjusted based on CPI in July 2025</p>
Pennsylvania	<p>2024 Minimum Wage: \$7.25</p> <p>2025 Minimum Wage: No change</p>
Rhode Island	<p>2024 Minimum Wage: \$14.00</p> <p>2025 Minimum Wage: Increases to \$15.00 (effective 1/1/2025)</p>
South Carolina	<p>2024 Minimum Wage: \$7.25</p> <p>2025 Minimum Wage: No change</p>
South Dakota	<p>2024 Minimum Wage: \$11.20 (tipped employees: \$5.60)</p> <p>2025 Minimum Wage: Increases to \$11.50 (tipped employees: \$5.75) (effective 1/1/2025)</p>
Tennessee	<p>State Minimum Wage: No state law</p> <p>Federal Requirement: Employers covered by the Fair Labor Standards Act must pay the Federal minimum wage of \$7.25 per hour</p>
Texas	<p>2024 Minimum Wage: \$7.25</p> <p>2025 Minimum Wage: No change</p>
Utah	<p>2024 Minimum Wage: \$7.25</p> <p>2025 Minimum Wage: No change</p>

State	Minimum Wage Requirement
Vermont	<p>2024 Minimum Wage: \$13.67 (tipped employees: \$6.84)</p> <p>2025 Minimum Wage: Increases to \$14.01 (tipped employees: \$7.01) (effective 1/1/2025)</p>
Virginia	<p>2024 Minimum Wage: \$12.00</p> <p>2025 Minimum Wage: Increases to \$12.41</p>
Washington	<p>2024 Minimum Wage: \$16.28</p> <ul style="list-style-type: none"> • Local Minimum Wage Rates: <ul style="list-style-type: none"> ◦ Bellingham: \$17.28 ◦ Renton (15-499 EEs): \$18.29 ◦ Renton (500+ EEs): \$20.29 ◦ SeaTac: \$19.71 ◦ Seattle: \$19.97 ◦ Tukwila (15-499 EEs): \$19.29 ◦ Tukwila (500+ EEs): \$20.29 <p>2025 Minimum Wage: Increases to \$16.66 (effective 1/1/2025)</p> <ul style="list-style-type: none"> • Local Minimum Wage Rates (effective 1/1/2025): <ul style="list-style-type: none"> ◦ Bellingham: \$17.66 ◦ King County (<16 EEs): \$17.29 ◦ King County (16-499 EEs): \$18.29 ◦ King County (500 and over EEs): \$20.29 ◦ Renton (15-499 EEs): \$18.90 ◦ Renton (500+ EEs): \$20.90 ◦ SeaTac: \$20.17 ◦ Seattle: \$20.76 ◦ Tukwila (15-499 EEs): \$20.10 ◦ Tukwila (500+ EEs): \$21.10 • Youth wage for ages 14-15: \$14.16
West Virginia	<p>2024 Minimum Wage: \$8.75</p> <p>2025 Minimum Wage: No change</p>
Wisconsin	<p>2024 Minimum Wage: \$7.25</p> <p>2025 Minimum Wage: No change</p>
Wyoming	<p>Basic Minimum Wage: \$5.15</p> <p>Federal Fair Labor Standards Act: Employers covered by this must pay the Federal minimum wage of \$7.25 per hour (supersedes state rate when higher)</p>