

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	State Minimum Wage: No state law Federal Requirement: Employers covered by the Fair Labor Standards Act must pay the Federal minimum wage of \$7.25 per hour
Alaska	2024 Minimum Wage: \$11.73 2025 Minimum Wage: \$13.00 (effective 7/1/2025), \$14.00 (effective 7/1/2026), \$15.00 (effective 7/1/2027)
Arizona	2024 Minimum Wage: \$14.35 2025 Minimum Wage: Increases to \$14.70 (effective 1/1/2025)
Arkansas	2024 Minimum Wage: \$11.00 (tipped employees: \$2.63) 2025 Minimum Wage: No change
California	2024 Minimum Wage: \$16.00 2025 Minimum Wage: Increases to \$16.50 <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) Local Minimum Wage Rates: See chart on next page for county by county rates.

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	2024 Minimum Wage: \$10.30 2025 Minimum Wage: Increases to \$12.65 (effective 1/1/2025)
Nebraska	2024 Minimum Wage: \$12.00 2025 Minimum Wage: Increases to \$13.50 (effective 1/1/2025)
Nevada	2024 Minimum Wage: \$12.00 2025 Minimum Wage: No change
New Hampshire	2024 Minimum Wage: \$7.25 2025 Minimum Wage: No change
New Jersey	2024 Minimum Wage: \$15.13 <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 2025 Minimum Wage: Increases to \$15.49 (effective 1/1/2025) <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	2024 Minimum Wage: \$12.00 (tipped employees: \$7.20) 2025 Minimum Wage: No change
New York	2024 Minimum Wage: <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 2025 Minimum Wage: Rate increase of \$0.50 (effective 1/1/2025)
North Carolina	2024 Minimum Wage: \$7.25 (tipped employees: \$2.13) 2025 Minimum Wage: No change

State	Minimum Wage Requirement
North Dakota	2024 Minimum Wage: \$7.25 2025 Minimum Wage: No change
Ohio	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> 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>
Oklahoma	2024 Minimum Wage: \$7.25 2025 Minimum Wage: No Change Future changes: Oklahoma has set a date in 2026 to vote on whether or not to raise the minimum wage
Oregon	2024 Minimum Wage: \$14.70 <ul style="list-style-type: none"> Portland Metro: \$15.95 Nonurban counties: \$13.70 2025 Minimum Wage: To be adjusted based on CPI in July 2025
Pennsylvania	2024 Minimum Wage: \$7.25 2025 Minimum Wage: No change
Rhode Island	2024 Minimum Wage: \$14.00 2025 Minimum Wage: Increases to \$15.00 (effective 1/1/2025)
South Carolina	2024 Minimum Wage: \$7.25 2025 Minimum Wage: Increases to \$17.00 (effective 1/1/2025)
South Dakota	2024 Minimum Wage: \$11.20 (tipped employees: \$5.60) 2025 Minimum Wage: Increases to \$11.50 (tipped employees: \$5.75) (effective 1/1/2025)
Tennessee	State Minimum Wage: No state law Federal Requirement: Employers covered by the Fair Labor Standards Act must pay the Federal minimum wage of \$7.25 per hour
Texas	2024 Minimum Wage: \$7.25 2025 Minimum Wage: No change
Utah	2024 Minimum Wage: \$7.25 2025 Minimum Wage: No change

State	Minimum Wage Requirement
Vermont	2024 Minimum Wage: \$13.67 (tipped employees: \$6.84) 2025 Minimum Wage: Increases to \$14.01 (tipped employees: \$7.01) (effective 1/1/2025)
Virginia	2024 Minimum Wage: \$12.00 2025 Minimum Wage: Increases to \$12.41
Washington	2024 Minimum Wage: \$16.28 <ul style="list-style-type: none">Local Minimum Wage Rates:<ul style="list-style-type: none">Bellingham: \$17.28Renton (15-499 EEs): \$18.29Renton (500+ EEs): \$20.29SeaTac: \$19.71Seattle: \$19.97Tukwila (15-499 EEs): \$19.29Tukwila (500+ EEs): \$20.29 2025 Minimum Wage: Increases to \$16.66 (effective 1/1/2025) <ul style="list-style-type: none">Local Minimum Wage Rates (effective 1/1/2025):<ul style="list-style-type: none">Bellingham: \$17.66King County (<16 EEs): \$17.29King County (16-499 EEs): \$18.29King County (500 and over EEs): \$20.29Renton (15-499 EEs): \$18.90Renton (500+ EEs): \$20.90SeaTac: \$20.17Seattle: \$20.76Tukwila (15-499 EEs): \$20.10Tukwila (500+ EEs): \$21.10Youth wage for ages 14-15: \$14.16
West Virginia	2024 Minimum Wage: \$8.75 2025 Minimum Wage: No change
Wisconsin	2024 Minimum Wage: \$7.25 2025 Minimum Wage: No change
Wyoming	Basic Minimum Wage: \$5.15 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)