

# 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	<b>State Minimum Wage:</b> No state law <b>Federal Requirement:</b> Employers covered by the Fair Labor Standards Act must pay the Federal minimum wage of \$7.25 per hour
Alaska	<b>2024 Minimum Wage:</b> \$11.73 <b>2025 Minimum Wage:</b> In November 2024, they are reviewing proposals to raise the minimum wage in 2025, read more <a href="#">here</a> .
Arizona	<b>2024 Minimum Wage:</b> \$14.35 <b>2025 Minimum Wage:</b> Increases to \$14.70 (effective 1/1/2025)
Arkansas	<b>2024 Minimum Wage:</b> \$11.00 (tipped employees: \$2.63) <b>2025 Minimum Wage:</b> No change
California	<b>2024 Minimum Wage:</b> \$16.00 <b>2025 Minimum Wage:</b> Increases to \$16.50 <ul style="list-style-type: none"><li>• Industry-Specific Rates:<ul style="list-style-type: none"><li>◦ Fast Food Workers: \$20.00 (at chains with 60+ locations, effective 4/1/2024)</li><li>◦ Healthcare Workers: \$18.00–\$23.00 (effective 10/15/2024 or 1/1/2025, contingent on state budget)</li></ul></li><li>• Local Minimum Wage Rates:<ul style="list-style-type: none"><li>◦ Alameda*: \$17.00</li><li>◦ Belmont: \$17.35</li><li>◦ Berkeley*: \$18.67</li><li>◦ Burlingame: \$17.03</li><li>◦ Cupertino*: \$17.75</li><li>◦ Daly City*: \$16.62</li><li>◦ East Palo Alto: \$17.00</li><li>◦ El Cerrito*: \$17.92</li><li>◦ Emeryville*: \$19.36</li><li>◦ Foster City: \$17.00</li><li>◦ Fremont*: \$17.30</li></ul></li></ul> <p><i>Note:</i> An asterisk (*) could denote areas with additional wage or regulatory notes, if applicable.</p>

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Colorado	<p><b>2024 Minimum Wage:</b> \$14.42</p> <ul style="list-style-type: none"><li>Local Minimum Wage Rates:<ul style="list-style-type: none"><li>Edgewater: \$15.02</li><li>Boulder County: \$15.69</li></ul></li></ul> <p><b>2025 Minimum Wage:</b> Increases to \$14.81 (tipped employees: \$11.79) (effective 1/1/2025)</p> <ul style="list-style-type: none"><li>Local Minimum Wage Rates:<ul style="list-style-type: none"><li>Edgewater: \$16.52</li><li>Boulder County: \$16.57</li></ul></li></ul>
Connecticut	<p><b>2024 Minimum Wage:</b> \$15.69</p> <p><b>2025 Minimum Wage:</b> Increases to \$16.35 (effective 1/1/2025)</p>
Delaware	<p><b>2024 Minimum Wage:</b> \$13.25</p> <p><b>2025 Minimum Wage:</b> Increases to \$15.00 (effective 1/1/2025)</p>
Florida	<p><b>2024 Minimum Wage:</b> \$13.00</p> <p><b>2025 Minimum Wage:</b> Increases to \$14.00 (effective 9/30/2025)</p>
Georgia	<p><b>Basic Minimum Wage</b> (for employers with 6+ employees): \$5.15</p> <p><b>Federal Fair Labor Standards Act:</b> Employers covered by this must pay the Federal minimum wage of \$7.25 per hour (supersedes state rate when higher)</p>
Hawaii	<p><b>2024 Minimum Wage:</b> \$14.00</p> <p><b>2025 Minimum Wage:</b> No change</p> <p><b>Future Increases:</b> \$16.00 (effective 1/1/2026), \$18.00 (effective 1/1/2028)</p>
Idaho	<p><b>2024 Minimum Wage:</b> \$7.25</p> <p><b>2025 Minimum Wage:</b> No change</p>
Illinois	<p><b>2024 Minimum Wage:</b> \$14.00</p> <ul style="list-style-type: none"><li>Tipped employees: \$8.40</li><li>Workers under 18 (working &lt; 650 hours/year): \$12.00</li></ul> <p><b>2025 Minimum Wage:</b> Increases to \$15.00 (effective 1/1/2025)</p> <ul style="list-style-type: none"><li>Tipped employees: \$9.00</li><li>Workers under 18 (working &lt; 650 hours/year): \$13.00</li></ul>

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Indiana	<b>2024 Minimum Wage:</b> \$7.25 <b>2025 Minimum Wage:</b> No change
Iowa	<b>2024 Minimum Wage:</b> \$7.25 <b>2025 Minimum Wage:</b> No change
Kansas	<b>2024 Minimum Wage:</b> \$7.25 <b>2025 Minimum Wage:</b> No change
Kentucky	<b>2024 Minimum Wage:</b> \$7.25 (tipped employees: \$2.13) <b>2025 Minimum Wage:</b> No change
Louisiana	<b>State Minimum Wage:</b> No state law <b>Federal Requirement:</b> Employers covered by the Fair Labor Standards Act must pay the Federal minimum wage of \$7.25 per hour
Maine	<b>2024 Minimum Wage:</b> \$14.15 (tipped employees: \$7.08) <b>2025 Minimum Wage:</b> Increases to \$14.65 (tipped employees: \$7.33) (effective 1/1/2025)
Maryland	<b>2024 Minimum Wage:</b> \$15.00 (tipped employees: \$3.63) <b>2025 Minimum Wage:</b> No change
Massachusetts	<b>2024 Minimum Wage:</b> \$15.00 <ul style="list-style-type: none"><li>• Tipped employees: \$6.75</li><li>• Agricultural workers: \$8.00</li></ul> <b>2025 Minimum Wage:</b> No change
Michigan	<b>2024 Minimum Wage:</b> \$10.33 <ul style="list-style-type: none"><li>• Minors under 18: \$8.78</li><li>• Tipped employees: \$3.93</li><li>• Training wage: \$4.25 for newly hired employees under age 20</li></ul> <b>2025 Minimum Wage:</b> Increases to \$10.56 (effective 1/1/2025) <ul style="list-style-type: none"><li>• Minors: \$8.98</li><li>• Tipped employees: \$4.01</li></ul>

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Minnesota	<p><b>2024 Minimum Wage:</b> Large employers: \$10.85</p> <ul style="list-style-type: none"><li>• Small employers, youth, training: \$8.85</li></ul> <p><b>2025 Minimum Wage:</b> Large employers: Increases to \$11.13 (effective 1/1/2025)</p> <ul style="list-style-type: none"><li>• 90-day training wage (under 20): \$9.08</li></ul>
Mississippi	<p><b>State Minimum Wage:</b> No state law</p> <p><b>Federal Requirement:</b> Employers covered by the Fair Labor Standards Act must pay the Federal minimum wage of \$7.25 per hour</p>
Missouri	<p><b>2024 Minimum Wage:</b> \$12.30</p> <ul style="list-style-type: none"><li>• Tipped employees: \$6.15 (plus any amount necessary to bring the employee's total compensation to a minimum of \$12.30 per hour)</li></ul> <p><b>2025 Minimum Wage:</b> Pending decision</p>
Montana	<p><b>2024 Minimum Wage:</b> \$10.30</p> <p><b>2025 Minimum Wage:</b> Increases to \$10.55 (effective 1/1/2025)</p>
Nebraska	<p><b>2024 Minimum Wage:</b> \$12.00</p> <p><b>2025 Minimum Wage:</b> Increases to \$13.50 (effective 1/1/2025)</p>
Nevada	<p><b>2024 Minimum Wage:</b> \$12.00</p> <p><b>2025 Minimum Wage:</b> No change</p>
New Hampshire	<p><b>2024 Minimum Wage:</b> \$7.25</p> <p><b>2025 Minimum Wage:</b> No change</p>
New Jersey	<p><b>2024 Minimum Wage:</b> \$15.13</p> <ul style="list-style-type: none"><li>• Tipped employees: \$5.26 (\$9.87 tip credit)</li><li>• Seasonal/small employers: \$13.73</li><li>• Farm: \$12.81</li><li>• Long-term care staff: \$18.13</li></ul> <p><b>2025 Minimum Wage:</b> Increases to \$15.49 (effective 1/1/2025)</p> <ul style="list-style-type: none"><li>• Tipped employees: \$5.62 (\$9.87 tip credit)</li><li>• Seasonal/small employers: \$14.53</li><li>• Farm: \$13.40</li><li>• Long-term care staff: \$18.49</li></ul>

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New Mexico	<b>2024 Minimum Wage:</b> \$12.00 (tipped employees: \$7.20) <b>2025 Minimum Wage:</b> No change
New York	<b>2024 Minimum Wage:</b> <ul style="list-style-type: none"><li>• New York City, Nassau County, Suffolk County, &amp; Westchester County: \$16.00<ul style="list-style-type: none"><li>◦ Tipped Service Employees: Cash wage \$13.35 + \$2.65 tip credit</li><li>◦ Tipped Food Service Workers: Cash wage \$10.65 + \$5.35 tip credit</li></ul></li><li>• Remainder of New York State: \$15.00<ul style="list-style-type: none"><li>◦ Tipped Service Employees: Cash wage \$12.50 + \$2.50 tip credit</li><li>◦ Tipped Food Service Workers: Cash wage \$10.00 + \$5.00 tip credit</li></ul></li></ul> <b>2025 Minimum Wage:</b> Rate increase of \$0.50 (effective 1/1/2025)
North Carolina	<b>2024 Minimum Wage:</b> \$7.25 (tipped employees: \$2.13) <b>2025 Minimum Wage:</b> No change
North Dakota	<b>2024 Minimum Wage:</b> \$7.25 <b>2025 Minimum Wage:</b> No change
Ohio	<b>2024 Minimum Wage:</b> \$10.45 (tipped employees: \$5.25) <i>*Applies to employees of businesses with annual gross receipts of more than \$385,000.</i> <b>2025 Minimum Wage:</b> 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	<b>2024 Minimum Wage:</b> \$7.25 <b>2025 Minimum Wage:</b> No Change <b>Future changes:</b> Oklahoma has set a date in 2026 to vote on whether or not to raise the minimum wage
Oregon	<b>2024 Minimum Wage:</b> \$14.70 <ul style="list-style-type: none"><li>• Portland Metro: \$15.95</li><li>• Nonurban counties: \$13.70</li></ul> <b>2025 Minimum Wage:</b> To be adjusted based on CPI in July 2025

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Pennsylvania	<b>2024 Minimum Wage:</b> \$7.25 <b>2025 Minimum Wage:</b> No change
Rhode Island	<b>2024 Minimum Wage:</b> \$14.00 <b>2025 Minimum Wage:</b> Increases to \$15.00 (effective 1/1/2025)
South Carolina	<b>2024 Minimum Wage:</b> \$7.25 <b>2025 Minimum Wage:</b> Increases to \$17.00 (effective 1/1/2025)
South Dakota	<b>2024 Minimum Wage:</b> \$11.20 (tipped employees: \$5.60) <b>2025 Minimum Wage:</b> Increases to \$11.50 (tipped employees: \$5.75) (effective 1/1/2025)
Tennessee	<b>State Minimum Wage:</b> No state law <b>Federal Requirement:</b> Employers covered by the Fair Labor Standards Act must pay the Federal minimum wage of \$7.25 per hour
Texas	<b>2024 Minimum Wage:</b> \$7.25 <b>2025 Minimum Wage:</b> No change
Utah	<b>2024 Minimum Wage:</b> \$7.25 <b>2025 Minimum Wage:</b> No change
Vermont	<b>2024 Minimum Wage:</b> \$13.67 (tipped employees: \$6.84) <b>2025 Minimum Wage:</b> Increases to \$14.01 (tipped employees: \$7.01) (effective 1/1/2025)
Virginia	<b>2024 Minimum Wage:</b> \$12.00 <b>2025 Minimum Wage:</b> Increases to \$12.41

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Washington	<p><b>2024 Minimum Wage:</b> \$16.28</p> <ul style="list-style-type: none"><li>Local Minimum Wage Rates:<ul style="list-style-type: none"><li>Bellingham: \$17.28/hr.</li><li>Seattle: \$19.97/hr.</li><li>SeaTac: \$19.71/hr.</li><li>Tukwila: \$20.29/hr.</li><li>Renton: Effective July 1, 2024, \$18.29/hr. for small to medium employers and \$20.29/hr. for large employers</li></ul></li></ul> <p><b>2025 Minimum Wage:</b> Increases to \$16.66 (effective 1/1/2025)</p> <ul style="list-style-type: none"><li>Local Minimum Wage Rates: Seattle, SeaTac, Tukwila, Renton, Bellingham, and Burien all will have higher wages in 2025.</li><li>Youth wage for ages 14-15: \$14.16</li></ul>
West Virginia	<p><b>2024 Minimum Wage:</b> \$8.75</p> <p><b>2025 Minimum Wage:</b> No change</p>
Wisconsin	<p><b>2024 Minimum Wage:</b> \$7.25</p> <p><b>2025 Minimum Wage:</b> No change</p>
Wyoming	<p><b>Basic Minimum Wage:</b> \$5.15</p> <p><b>Federal Fair Labor Standards Act:</b> Employers covered by this must pay the Federal minimum wage of \$7.25 per hour (supersedes state rate when higher)</p>