Client Alert

2025 Minumum Wage Updates

The states and municipalities highlighted in the following Guide will increase the minimum wage in 2025.

STATE OR LOCALITY	MINIMUM WAGE RATE	MAXIMUM TIP CREDIT	MINIMUM TIPPED WAGE	SCHEDULED INCREASES
FEDERAL MINIMUM	*$7.25*	*$5.12*	*$2.13*	*Tipped employees must regularly earn more than $30 per month in tips.*
FEDERAL CONTRACTORS	*$17.75*	**	**	*The minimum wage for federal contractors was increased by executive order. The same executive order phased out the tip credit effective 1/1/24. Litigation regarding the executive order is ongoing in multiple federal courts.*
Alabama **AL Minimum Wage**	*$7.25**	*$5.12*	*$2.13*	
Alaska **AK Minimum Wage**	*$11.91*	**	**	
Arizona **AZ Minimum Wage**	*$14.70*	*$3.00*	*$11.70*	
Flagstaff	*$17.85*	**	**	
Tucson	*$15.00*	**	**	
Arkansas **AR Minimum Wage**	*$11.00*	*$8.37*	*$2.63*	*Under state law, tipped employees must regularly earn more than $20 per month in tips for the employer to use the minimum tipped wage and tip credit. Because the FLSA has a $30 threshold, most employers will need to pay tipped employees more than $30 per month in tips to use the minimum tipped wage and tip credit.*
California **CA Minimum Wage**	*$16.50*	**	**	*Industry and occupational orders prescribe other wage rates for certain industries and occupations.*
Healthcare workers	*$18.00-$23.00*	**	**	
Fast food workers	*$20.00*	**	**	*The Fast-Food Council may increase the rate in 2025.*
Alameda	*$17.00*	**	**	
Belmont	*$18.30*	**	**	
Berkeley	*$18.67*	**	**	
Burlingame	*$17.43*	**	**	
Cupertino	*$18.20*	**	**	
Daly City	*$17.07*	**	**	

STATE OR LOCALITY	MINIMUM WAGE RATE	MAXIMUM TIP CREDIT	MINIMUM TIPPED WAGE	NOTES & FUTURE SCHEDULED INCREASES
East Palo Alto	*$17.45*	**	**	
El Cerrito	*$18.34*	**	**	
Emeryville	*$19.36*	**	**	
Foster City	*$17.39*	**	**	
Fremont	*$17.30*	**	**	
Half Moon Bay	*$17.47*	**	**	
Hayward	*$17.36 for 26 or more ees; $16.50 for 25 or fewer ees*	**	**	*Employee count includes persons employed outside the city.*
Los Altos	*$18.20*	**	**	
Los Angeles (city)	*$17.28*	**	**	*On 12/11/24, the City Council voted to advance a minimum wage increase to $25 for employees in the tourism sector but the law was not final as of the time of this publication. The law is expected to take effect on 2/1/25.*
Los Angeles (unincorporated county)	*$17.27*	**	**	
Malibu	*$17.27*	**	**	
Menlo Park	*$17.10*	**	**	
Milpitas	*$17.70*	**	**	
Mountain View	*$19.20*	**	**	
Novato	*$17.27 for 100+ ees; $17.00 for 26-99 ees; $16.50 for 25 or less ees (city minimum wage for small employers was overridden by state law)*	**	**	
Oakland	*$16.89 $18.36 for Hotel Workers with health benefits $24.48 for Hotel Workers without health benefits*	**	**	
Palo Alto	*$18.20*	**	**	

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Pasadena	*$17.50*	**	**	
Petaluma	*$17.97*	**	**	
Redwood City	*$18.20*	**	**	
Richmond	*$17.77*	**	**	
San Carlos	*$17.32*	**	**	
San Diego	*$17.25*	**	**	
San Francisco (City and County)	*$18.67*	**	**	*Possible increase on 7/1/25*
San Jose	*$17.95*	**	**	
San Mateo (city)	*$17.95*	**	**	
San Mateo (county)	*$17.46*	**	**	
Santa Clara	*$18.20*	**	**	
Santa Monica	*$17.27* *$20.32 for Hotel EEs*	**	**	
Santa Rosa	*$17.87*	**	**	
Sonoma	*$18.02 for 26+ ees;* *$16.96 for 25 or fewer ees*	**	**	
S. San Francisco	*$17.70*	**	**	
Sunnyvale	*$19.00*	**	**	
West Hollywood	*$19.65* *$19.61 for Hotel EEs*	**	**	*Hotel worker minimum will increase on 7/1/25 to an amount TBD.*
Colorado **CO Minimum Wage**	*$14.81*	*$3.02*	*$11.79*	*Tipped employees must regularly earn more than $30 per month in tips.*
Boulder County	*$16.57*	**	**	*Unincorporated areas of county only.*
Boulder City	*$15.57*	**	**	*New law effective 1/1/25.*
Denver	*$18.81*	**	**	
Edgewater	*$16.52*	**	**	

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Connecticut **CT Minimum Wage**	*$16.35*	*$8.12 for Bartenders $9.97 for Hotel, Restaurant ees Other industries, the tip credit cannot exceed $0.35 per hour*	*$6.38 for hotels and restaurant, $8.23 for bartenders*	*For hotels and restaurants, full-time tipped employees must earn at least $10 weekly in tips; part-time employees must earn at least $2 daily in tips. Tip credit may not be used for pizza delivery drivers.*
Delaware **DE Minimum Wage**	*$15.00*	*$12.77*	*$2.23*	*For employers to use the minimum tipped wage and tip credit, tipped employees must regularly earn more than $30 per month in tips.*
D.C. **DC Minimum Wage**	*$17.50*	*$7.50*	*$10.00*	
Florida **FL Minimum Wage**	*$13.00 (until 9/29/25 see note)*	*$3.02*	*$9.98*	*Increasing to $14.00 on 9/30/25. Minimum tipped wage will also increase to $10.98 on 9/30/25. For employers to use the minimum tipped wage and tip credit, tipped employees must regularly earn at least $30 per month in tips.*
Georgia **GA Minimum Wage**	*$7.25*	*$5.12*	*$2.13*	
Hawaii **HI Minimum Wage**	*$14.00*	*$1.25*	*$12.75*	*Increasing to $16.00 on 1/1/26. For employers to use the minimum tipped wage and tip credit under state law, tipped employees must regularly receive more than $20 per month in tips; combined wage must be at least $7.00 more than the applicable minimum wage. Because the FLSA has a $30 threshold, most employers will need to pay tipped employees more than $30 per month in tips to use the minimum tipped wage and tip credit.*
Idaho **ID Minimum Wage**	*$7.25*	*$3.90*	*$3.35*	*For employers to use the minimum tipped wage and tip credit, tipped employees must regularly earn more than $30 per month in tips.*
Illinois **IL Minimum Wage**	*$15.00*	*$6.00*	*$9.00*	
Chicago	*$16.20*	**	**	
Cook County	*$15.00*	**	**	
Indiana **IN Minimum Wage**	*$7.25*	*$5.12*	*$2.13*	*For employers to use the minimum tipped wage and tip credit, tipped employees must regularly earn more than $30 per month in tips.*

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Iowa **IA Minimum Wage**	*$7.25*	*$2.90*	*$4.35*	*For employers to use the minimum tipped wage and tip credit, tipped employees must regularly earn more than $30 per month in tips.*
Kansas **KS Minimum Wage**	*$7.25*	*$5.12*	*$2.13*	
Kentucky **KY Minimum Wage**	*$7.25*	*$5.12*	*$2.13*	*For employers to use the minimum tipped wage and tip credit, tipped employees must regularly earn more than $30 per month in tips.*
Louisiana **LA Minimum Wage**	*$7.25**	*$5.12*	*$2.13*	*For employers to use the minimum tipped wage and tip credit, tipped employees must regularly earn more than $30 per month in tips.*
Maine **ME Minimum Wage**	*$14.65*	$7.32	*$7.33*	*For employers to use the minimum tipped wage and tip credit, tipped employees must regularly receive more than $179 per month in tips. Maximum tip credit is 50% of state minimum wage.*
Portland	*$15.50 for hourly ees* *$7.75 for ees earning over $185/ month in tips*	**	**	
Rockland	*$15.50* *$7.75 for ees earning over $185 /month in tips*	**	**	
Maryland **MD Minimum Wage**	*$15.00*	*$11.37*	*$3.63*	
Howard County	*$16.00 ("large" employers- businesses with 15 or more ees)* *$15.00 ("small" employers* *- businesses with 14 or fewer ees)*	**	**	*Less than 15 - $15.50 on 1/1/26, ($16 7/1/26)*
Montgomery County	*$17.15 for 51+ ees* *$15.50 for 11-50 ees* *$15.00 for 10 or less ees*	**	**	

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Massachusetts MA Minimum Wage	*$15.00*	*$8.25*	*$6.75*	*For employers to use the minimum tipped wage and tip credit under state law, tipped employees must receive at least $20 per month in tips. Because the FLSA has a $30 threshold, most employers will need to pay tipped employees more than $30 per month in tips to use the minimum tipped wage and tip credit.*
Michigan MI Minimum Wage	*$10.56 (until 2/20/25- see note)*	*$6.55 (until 2/20/25- see note)*	*$4.01 (until 2/20/25- see note)*	*Increasing to $12.48 on 2/21/25. Minimum Tipped Wage increasing to $5.99 on 2/21/25. Maximum Tip Credit increasing to $6.49 on 2/21/25.*
Minnesota MN Minimum Wage	*$11.13*	**	**	
Minneapolis	*$15.97*	**	**	
St. Paul	*$15.97 for Macro businesses (10,001+ ees)* *$15.97 for large businesses (101-10,000 ees)* *$14.00 for small businesses (6-100 ees)* *$12.25 for Micro businesses (5 or fewer ees)*	**	**	*Increasing to $15.00 for small businesses (6-100 employees) on 7/1/25; Increasing to $13.25 for Micro businesses (5 or fewer employees) on 7/1/25*
Mississippi MS Minimum Wage	*$7.25*	$5.12	$2.13	
Missouri MO Minimum Wage	*$13.75*	*$6.87*	*$6.88*	*Increasing to $15.00 on 1/1/2026.*
Montana MT Minimum Wage	*$10.55*	**	**	
Nebraska NE Minimum Wage	*$13.50*	*$11.37*	*$2.13*	*Increasing to $15.00 on 1/1/26.*
Nevada NV Minimum Wage	*$12.00*	**	**	
New Hampshire NH Minimum Wage	*$7.25*	*$3.98*	*$3.27*	*Tipped employees of a restaurant, hotel, motel, inn, or cabin who regularly receive more than $30 a month in tips must be paid at least 45% of the applicable minimum wage.*
New Jersey NJ Minimum Wage - Most Employers	*$15.49 for employers with more than 6 ees;* *$14.53 for seasonal and small employers with 5 or fewer ees;* *$18.49 for Long-term care facility staff*	*$9.87 (6+ ees)* *$8.91 (5 or fewer)*	*$5.62*	*Increasing to $15.00 on 1/1/26 for seasonal and small employers with 6 or fewer ees.*

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New Mexico **NM Minimum Wage**	*$12.00*	*$9.00*	*$3.00*	*For employers to use the minimum tipped wage and tip credit, tipped employees must regularly earn at least $30 per month in tips.*
Bernalillo County	*$12.00*	**	**	
City of Albuquerque	*$12.00*	**		
City of Santa Fe	*$14.60*	**	**	
Las Cruces	*$12.65*	**	**	
Santa Fe County	*$14.60*	**	**	
New York **NY Minimum Wage**	***Please see the charts below.*** *New York's minimum wage laws have different minimum wage rates for different regions of the state: (1) New York City; (2) "Remainder of downstate" (Nassau, Suffolk, and Westchester counties); and (3) "Remainder of state" (Upstate— all areas outside NYC and Nassau / Suffolk / Westchester counties).* *Additionally, New York laws differ for food service (generally defined as wait staff, bartenders, etc., but does not include delivery personnel); fast food service; and non- food service workers.* *Please carefully review the NY information and reach out to your HR Consultant with questions.*	*(See below for applicable region)*	*(See below for applicable region)*	*New York "tip credit": If an employee's tips do not bring their wages up to the minimum wage rate, employers are required to pay the difference, so the employee receives at least the full minimum wage. No tip credit is permitted for fast food employees.* *Only hospitality employers may take tip credit/use tips to meet the minimum wage, subject to state restrictions:* *Employers in the hospitality industry may not take tip credits for days when tipped workers spend more than two hours, or twenty percent of a shift, doing non-tipped work.* *Other limitations may apply so please reach out to your HR Consultant and review industry wage orders for additional requirements.*
New York City	*$16.50*	*Non-food service: $2.75* *Food service: $5.50*	*Non-food service: $13.75* *Food service: $11.00*	
Remainder of "Downstate"—Nassau, Suffolk, and Westchester Counties	*$16.50*	*Non-food service: $2.75* *Food service: $5.50*	*Non-food service: $13.75* *Food service: $11.00*	
Remainder of NY State—Upstate/all areas outside NYC and Nassau, Suffolk, and Westchester counties	*$15.50*	*Non-food service: $2.60* *Food Service: $5.15*	*Non-food service: $12.90* *Food service: $10.35*	

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North Carolina NC Minimum Wage	*$7.25*	*$5.12*	*$2.13*	*For employers to use the minimum tipped wage and tip credit, tipped employees must regularly earn more than $30 per month in tips.*
North Dakota ND Minimum Wage	*$7.25*	*$2.39*	*$4.86*	*For employers to use the minimum tipped wage and tip credit, tipped employees must regularly earn more than $30 per month in tips.*
Ohio OH Minimum Wage	*$10.70*	*$5.35*	*$5.35*	*For employers to use the minimum tipped wage and tip credit, tipped employees must regularly earn more than $30 per month in tips.*
Oklahoma OK Minimum Wage	*$7.25*	*$5.12*	*$2.13*	
Oregon OR Minimum Wage	*$15.95 for businesses in Portland metro areas;* *$14.70 for businesses in Urban counties;* *$13.70 for businesses in Non-urban counties;*	**	**	*An employer's location affects the minimum wage rate.* *These rates are in effect through 6/30/25. Increases are based on inflation. BOLI will calculate the minimum wage adjustment by 4/30/25 and the new minimum wage will take effect on 7/1/25. See BOLI website for interactive minimum wage map.*
Pennsylvania PA Minimum Wage	*$7.25*	*$4.42*	*$2.83*	*For employers to use the minimum tipped wage and tip credit, tipped employees must regularly earn at least $135 per month in tips.*
Rhode Island RI Minimum Wage	*$15.00*	*$11.11*	*$3.89*	
South Carolina SC Minimum Wage	*$7.25**	*$5.12*	*$2.13*	
South Dakota SD Minimum Wage	*$11.50*	*$5.75*	*$5.75*	*For employers to use the minimum tipped wage and tip credit tipped employees must regularly earn more than $35 per month in tips and cash wage must be at least one-half of minimum wage.*
Tennessee TN Minimum Wage	*$7.25**	*$5.12*	*$2.13*	
Texas TX Minimum Wage	*$7.25*	*$5.12*	*$2.13*	
Utah UT Minimum Wage	*$7.25*	*$5.12*	*$2.13*	*For employers to use the minimum tipped wage and tip credit, tipped employees must receive more than $30 per month in tips.*
Vermont VT Minimum Wage	*$14.01*	*$7.00*	*$7.01*	*An employee of a hotel, motel, tourist place, or restaurant who regularly receives more than $120 in tips per month must be paid a basic tip wage rate of one-half Vermont's minimum wage.*

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Virginia **VA Minimum Wage**	*$12.41*	*$10.28*	*$2.13*	*Tipped employees must regularly receive tips totaling more than $30 each month.*
Washington **WA Minimum Wage**	*$16.66*	**	**	
Bellingham	*$17.66*	**	**	*Increasing to $18.66 effective 5/1/25.*
Burien	*$21.16 (Level 1 employers)* *$16.66 (Level 2 employers)*	**	**	*New ordinance passed taking effect 1/1/25. The minimum wage varies. For **Level 1 employers**, those employing more than 500 full-time employees in King County or Franchisors who employ more than 500 full-time employees in the aggregate, the minimum wage will be maintained at $4.50 over the state minimum wage beginning 1/1/25. For **Level 2 employers**, those employing 21 – 499 full-time employees in King County, the minimum wage will be maintained at $3.50 over the state minimum wage beginning 7/1/25. **Level 3 employers**, those with 20 or fewer employees, are exempt.*
Everett	*$16.66 (for employers with more than 500 employees)* *$16.66 (employers w/ 15 – 500 employees)*	**	**	*New ordinance passed taking effect 7/1/25. For large employers, those with more than 500 workers in the state, the minimum wage will be $20.24 per hour starting 7/1/25. For employers with between 15 and 500 workers, the minimum wage is $18.24 per hour effective 7/1/25, gradually increasing to the full minimum wage in the city by 7/1/27. Employers with 14 or fewer employees are exempt.*
King County (unincorporated)	*$20.29 (more than 500 employees)* *$18.29 (16 – 499 employees)* *$18.29 (15 or fewer employees and gross revenue of $2 million or more)* *$17.29 (15 or fewer employees and gross revenue of less than $2 million)*	**	**	*New ordinance passed taking effect 1/1/25. Minimum wage varies depending on the number of employees and, for small businesses, the amount of annual gross revenue.*
Seattle	*$20.76*	**	**	

STATE OR LOCALITY	MINIMUM WAGE RATE	MAXIMUM TIP CREDIT	MINIMUM TIPPED WAGE	NOTES & FUTURE SCHEDULED INCREASES
Renton	*$18.90 (15 – 500 employees worldwide or over $2 million of annual gross revenue); $20.90 (more than 500 employees worldwide and certain franchises)*	**	**	*Increasing to $19.90 on 7/1/25 for employers with 15 – 500 employees.*
SeaTac	*$20.17 (hospitality and transportation employees)*	**	**	
Tukwila	*$20.10 (15-500 employees or over $2 million gross revenue) $21.10 (more than 500 employees and certain franchises)*	**	**	*Increasing to $21.10 on 7/1/25 for employers with 15 – 500 employees, Employers with fewer than 15 employees and gross revenue of $2 million or less are exempt from the city ordinance.*
West Virginia **WV Minimum Wage**	*$8.75*	*$6.13*	*$2.62*	
Wisconsin **WI Minimum Wage**	*$7.25*	*$4.92*	*$2.33*	
Wyoming **WY Minimum Wage**	*$7.25**	*$5.12*	*$2.13*	*State minimum wage is $5.15 per hour. Since this is below the federal minimum wage, employers must comply with the federal minimum wage. For employers to use the minimum tipped wage and tip credit, tipped employees must regularly earn more than $30 per month in tips.*

** The minimum wage information provided in this alert is for informational purposes only and is based on known increases at the time of publication. Some jurisdictions may announce their increases subsequent to this alert. Employers in states without minimum wage laws, or with minimum wage rates lower than the federal minimum wage, which is currently $7.25 an hour, must observe the federal minimum wage for all employees covered by the Fair Labor Standards Act. States that permit tip credits require employers to ensure that the employees' tips and the reduced hourly wage rate equal at least the required minimum wage rate and must keep accurate records of employees' tips. Check your local laws to confirm compliance.*

*** Maximum tip credit and minimum tipped wage information are not tracked on this chart for counties or municipalities.*

**** Youth, job training participant, agricultural, home health workers, seasonal rates, and subminimum wage rates are not tracked on this chart. Please check the Department of Labor and state government websites for up-to-date minimum wage: https://www.dol.gov/agencies/whd/minimum-wage/state*