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Client Alert

2025 Minimum Wage Mid-Year Updates

The states and municipalities highlighted in the following guide will increase the minimum wage as of July 1 or in the second half of 2025.

MW = Minimum Wage; * ** *** See last page for footnotes

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	$7.25			On March 14, 2025, President Trump revoked EO 14026, which set the federal contractor MW to $17.75 (effective 1/1/25). As such, state/federal minimum wages apply to federal contractors, and the DOL is expected to issue a formal rule revoking EO 14026 soon. However, certain older contracts still operate under an Obama-issued executive order, EO 13658, which implemented a federal minimum wage that adjusts annually (currently it is $13.30, effective January 1, 2025).
ALABAMA AL Minimum Wage	$7.25*	$5.12	$2.13	Alabama uses the federal minimum wage and federal tipped 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.
ALASKA AK Minimum Wage	$13.00	**	**	Future scheduled increase of $14 per hour effective July 1, 2026.
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.
CA Healthcare workers	$18.63 -$24.00	**	**	
CA Fast food workers	$20.00	**	**	The Fast Food Council may increase rate in 2025.
Alameda	$17.46	**	**	
Anaheim Resort District	$20.42	**	**	
Belmont	$18.30	**	**	
Berkeley	$19.18	**	**	
Burlingame	$17.43	**	**	

STATE OR LOCALITY	MINIMUM WAGE RATE	MAXIMUM TIP CREDIT	MINIMUM TIPPED WAGE	SCHEDULED INCREASES
CALIFORINA Cont'd				
Cupertino	$18.20	**	**	
Daly City	$17.07			
East Palo Alto	$17.45	**	**	
El Cerrito	$18.34	**	**	
Emeryville	$19.90	**	**	
Foster City	$17.39	**	**	
Fremont	$17.75	**	**	
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)	$17.87	**	**	
Los Angeles City Hotel Workers	$22.50 *(On Hold as of 7/2/2025)*			Scheduled increases in July of each year.
Los Angeles City Airport Workers	$22.50			Scheduled increases in July of each year.
Los Angeles (unincorporated county)	$17.81	**	**	
Malibu	$17.27	**	**	
Menlo Park	$17.10	**	**	
Milpitas	$18.20	**	**	
Mountain View	$19.20	**	**	
Novato	$17.27 for 100+ EEs $17.00 for 26-99 EEs $16.50 for 25 or fewer 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	**	**	
Pasadena	$18.04	**	**	
Petaluma	$17.97	**	**	
Redwood City	$18.20	**	**	
Richmond	$17.77	**	**	
San Carlos	$17.32	**	**	
San Diego	$17.25	**	**	
San Francisco (City and County)	$19.18	**	**	
San Jose	$17.95	**	**	
San Mateo (city)	$17.95	**	**	

STATE OR LOCALITY	MINIMUM WAGE RATE	MAXIMUM TIP CREDIT	MINIMUM TIPPED WAGE	SCHEDULED INCREASES
CALIFORINA Cont'd				
San Mateo (county)	$17.46	**	**	
Santa Clara	$18.20	**	**	
Santa Monica	$17.81 $22.50 for Hotel EEs	**	**	
Santa Rosa	$17.87	**	**	
Sonoma	$18.02 for 26+ EEs; $16.96 for 25 or fewer EEs	**	**	
South San Francisco	$17.70	**	**	
Sunnyvale	$19.00	**	**	
West Hollywood	$19.65 $20.22 for Hotel EEs	**	**	
COLORADO **CO Minimum Wage**	$14.81	**	**	
Boulder County	$16.57	**	**	
Boulder City	$15.57	**	**	
Denver	$18.81	**	**	
Edgewater	$16.52	**	**	
CONNECTICUT **CT Minimum Wage**	$16.35	$8.12 for Bartenders $9.97 for Hotel, Restaurant Ees; Other industries: tip credit can't exceed $.35 per hour	$6.38 for hotels and restaurants, $8.23 for bartenders	For hotels and restaurants, full-time tipped employees must earn at least $10 weekly in tips; part-time EEs must earn at least $2 daily in tips. Tip credit may not be used for pizza delivery drivers. **Tip Statement Effective 01-01-2025.pdf**
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.
DISTRICT OF COLUMBIA **DC Minimum Wage**	$17.95	$5.95	$12.00	
FLORIDA **FL Minimum Wage**	$13.00 (until 9/29/25: see note)	$3.02	$9.98 (until 9/29/25; see note)	Increasing to $14.00 on 9/30/25. Minimum tipped wage will also increase to $10.98 on 9/30/25. The maximum tip credit will remain at $3.08 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 ($5.15 only if an employer is not covered by federal minimum wage laws – however, paying the federal standard is strongly recommended. See note)	*$5.12*	*$2.13*	Georgia's state minimum wage is $5.15, which is lower than the federal standard; however, this state minimum wage only applies to employers who are not covered by federal minimum wage laws. Most employers are covered by federal law and should pay the federal minimum wage of $7.25 per hour. Georgia follows the federal minimum wage for tipped employees. For employers to use the minimum tipped wage and tip credit, tipped employees must regularly earn more than $30 per month in tips.

STATE OR LOCALITY	MINIMUM WAGE RATE	MAXIMUM TIP CREDIT	MINIMUM TIPPED WAGE	SCHEDULED INCREASES
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	$16.60	**	$12.62**	Effective July 1, 2025. Applies to employers with 4 or more employees. The minimum wage increases annually according to the Consumer Price Index or 2.5% whichever is lower. If a tipped worker's wages plus tips do not equal at least the full minimum wage, the employer must make up the difference.
Cook County	$15.00	**	$9.00**	Effective July 1, 2025
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.
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*	**	**	

STATE OR LOCALITY	MINIMUM WAGE RATE	MAXIMUM TIP CREDIT	MINIMUM TIPPED WAGE	SCHEDULED INCREASES
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	$17.65 for 51+ EEs $16.00 for 11-50 EEs $15.50 for10 or less EEs	**	**	
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	$12.48	$7.74	$4.74	Increasing to $13.73 on 1/1/26. As part of the February 21, 2025, changes to the IWOWA, the state implemented a plan for raising the minimum cash wage for tipped employees. The minimum cash wage is calculated annually as a certain percentage of the minimum wage: 38% in 2025, 40% in 2026, 42% in 2027, 44% in 2028, 46% in 2029, 48% in 2030, and 50% from 2031 onwards.
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) $15.00 for small businesses (6-100 EEs) $13.25 for Micro businesses (5 or fewer EEs)	**	**	
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	**	**	

STATE OR LOCALITY	MINIMUM WAGE RATE	MAXIMUM TIP CREDIT	MINIMUM TIPPED WAGE	SCHEDULED INCREASES
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.
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	$15.00	**	**	
Las Cruces	$12.65	**$7.59	**$5.06	
Santa Fe County	$15.00	**$10.50	**$4.50	
NEW YORK NY Minimum Wage	Please see notes in the rows 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).	(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 $19.10 (Home care aides)	Non-food service: $2.75 Food service: $5.50	Non-food service: $13.75 Food service: $11.00	Increasing to $17.00 effective 1/1/26. Home care aide minimum increases to $19.65 on 1/1/26
Remainder of "Downstate"—Nassau, Suffolk, and Westchester Counties	$16.50 $19.10 (Home care aides)	Non-food service: $2.75 Food service: $5.50	Non-food service: $13.75 Food service: $11.00	Increasing to $17.00 effective 1/1/26. Home care aide minimum increases to $19.65 on 1/1/26
Remainder of NY State— Upstate/all areas outside NYC and Nassau, Suffolk, and Westchester counties	$15.50 $18.10 (Home care aides)	Non-food service: $2.60 Food Service: $5.15	Non-food service: $12.90 Food service: $10.35	Increasing to $16.00 effective 1/1/26. Home care aide minimum increases to $18.65 of 1/1/26

STATE OR LOCALITY	MINIMUM WAGE RATE	MAXIMUM TIP CREDIT	MINIMUM TIPPED WAGE	SCHEDULED INCREASES
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. For EEs of employers with gross annual sales of less than $394,000, the state minimum wage is $7.25 per hour.
OKLAHOMA OK Minimum Wage	*$7.25*	*$5.12*	*$2.13*	
OREGON OR Minimum Wage	*$16.30 for businesses in Portland metro areas;* *$15.05 for businesses in Urban counties;* *$14.05 for businesses in non-urban counties;*	**	**	An employer's location affects the minimum wage rate. These rates are in effect through 6/30/26. Increases are based on inflation. BOLI will calculate the minimum wage adjustment by 4/30/27 and the new minimum wage will take effect on 7/1/27. 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 EEs 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 Carolina uses the federal minimum wage and federal tipped 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.
SOUTH DAKOTA SD Minimum Wage	*$11.50*	*$5.75*	*$5.75*	For employers to use the minimum tipped wage and tip credit, tipped EEs must regularly earn more than $35 per month in tips, and the cash wage must be at least one-half of the minimum wage.
TENNESSEE TN Minimum Wage	*$7.25**	*$5.12*	*$2.13*	Tennessee uses the federal minimum wage and federal tipped 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.
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.

STATE OR LOCALITY	MINIMUM WAGE RATE	MAXIMUM TIP CREDIT	MINIMUM TIPPED WAGE	SCHEDULED INCREASES
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.
VIRGINIA **VA Minimum Wage**	*$12.41*	*$10.28*	*$2.13*	Tipped EEs must regularly receive tips totaling more than $30 each month.
WASHINGTON **WA Minimum Wage**	*$16.66*	**	**	
Bellingham	*$18.66*	**	**	Increasing to $2.00 more than the Washington state minimum wage, effective 1/1/26.
Burien	*$21.16 (for employers with 500 or more EEs* *$20.16 (for employers with 21 – 499 EEs)*	**	**	The minimum wage varies. For Level 1 employers, those employing 500 or more full-time EEs in King County or Franchisors who employ more than 500 full-time EEs 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 EEs in King County, the minimum wage will be maintained at $3.50 over the state minimum wage beginning 7/1/25. Level 3 employees, those with 20 or fewer EEs, are not covered.
Everett	$20.24 (for employers with more than 500 EEs) $18.24 (for employers with 15 – 500 EEs)	**	**	New ordinance passed, taking effect 7/1/25. For large employers with more than 500 EEs in the state, the minimum wage will be $20.24 per hour starting 7/1/25. For employers with between 15 and 500 EEs, 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 EEs are not covered.
King County (unincorporated)	$20.29 (more than 500 EEs) $18.29 (16 – 499 EEs) $18.29 (15 or fewer EEs and annual gross revenue of $2 million or more) $17.29 (15 or fewer EEs and annual gross revenue of less than $2 million)	**	**	Minimum wage varies depending on the number of EEs and, for small businesses, the amount of annual gross revenue.
Renton	$19.90 (15 – 500 EEs worldwide or over $2 million of annual gross revenue) $20.90 (more than 500 EEs worldwide and certain franchises)	**	**	Employers with 14 or fewer EEs are not covered.
Seat Tac	$20.17 (hospitality and transportation industry employers)			

STATE OR LOCALITY	MINIMUM WAGE RATE	MAXIMUM TIP CREDIT	MINIMUM TIPPED WAGE	SCHEDULED INCREASES
Seattle	$20.76	**	**	
Tukwila	*$21.10 (15 or more employees or over $2 million in annual gross revenue)*			Employers with 14 or less employees or have $2 million or less in annual gross revenue are not covered.
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	For employers to use the minimum tipped wage and tip credit, tipped EEs must regularly earn more than $30 per month in tips.

*** The minimum wage information provided in this guide 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**

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