



State and Local Minimum Wages

Effective June 1, 2025

STATE OR LOCALITY	MINIMUM WAGE RATE	MAXIMUM TIP CREDIT	MINIMUM TIPPED WAGE	NOTES & FUTURE SCHEDULED INCREASES
Federal minimum	\$7.25	\$5.12	\$2.13	Tipped employees must regularly earn at least \$30 per month in tips.
Federal contractors	\$12.90 for federal contracts entered into, renewed, or extended prior to 1/1/22; \$17.75 for federal contracts entered into, renewed, or extended on or after 1/1/22.	\$3.85 for contracts before 1/1/22; No tip credit for contracts on or after 1/1/22	\$9.05 for contracts before 1/1/22; \$17.20 for contracts on or after 1/1/22	Increased pursuant to EO 13658 (contracts before 1/1/22) and EO 14026 (contracts on or after 1/1/22). To be adjusted annually January 1. EO 14026 is currently facing several legal challenges. The new 2024 minimum wage rates will not be enforced for contracts or subcontracts to which the states of Texas, Louisiana, or Mississippi (including their agencies) are a party.
Alabama	NONE*	NONE*	NONE*	No minimum wage; federal law applies.
Alaska	\$11.91	Tip credit prohibited	\$11.91	Adjusted annually January 1. Increasing to \$13.00 on 7/1/25.
Arizona	\$14.70	\$3.00	\$11.70	Adjusted annually on January 1.
<i>Flagstaff</i>	<i>\$17.85</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually on January 1.</i>
<i>Tucson</i>	<i>\$15.00</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually beginning January 1, 2026.</i>
Arkansas	\$11.00	\$8.37	\$2.63	Tipped employees must regularly earn at least \$20 per month in tips.
California	\$16.50	Tip credit prohibited	\$16.50	Adjusted annually on January 1.
<i>Fast food workers</i>	<i>\$20.00</i>	<i>**</i>	<i>\$20.00</i>	<i>Effective April 1, 2024, employees working in the fast-food industries must earn at least \$20 per hour. The new law applies to national fast food chains defined as "limited-service restaurants consisting of more than 60 establishments nationally that share a common brand, or that are characterized by standardized options for décor, marketing, packaging, products, and services, and which are primarily engaged in providing food and beverages for immediate consumption on or off premises where patrons generally order or select items and pay before consuming, with limited or no table service (see CA AB 1228)."</i>
<i>Alameda</i>	<i>\$17.00</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually on July 1. Increasing to \$17.46 on 7/1/25.</i>
<i>Belmont</i>	<i>\$18.30</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually on January 1.</i>
<i>Berkeley</i>	<i>\$18.67</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually on July 1. Increasing to \$19.18 on</i>



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				7/1/25.
<i>Burlingame</i>	<i>\$17.43</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually January 1.</i>
<i>Cupertino</i>	<i>\$18.20</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually January 1.</i>
<i>Daly City</i>	<i>\$17.07</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually January 1.</i>
<i>East Palo Alto</i>	<i>\$17.45</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually January 1.</i>
<i>El Cerrito</i>	<i>\$18.34</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually January 1.</i>
<i>Emeryville</i>	<i>\$19.36</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually on July 1. Increasing to \$19.90 on 7/1/25.</i>
<i>Foster City</i>	<i>\$17.40</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually January 1.</i>
<i>Fremont</i>	<i>\$17.30</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually on July 1. Increasing to \$17.75 on 7/1/25.</i>
<i>Half Moon Bay</i>	<i>\$17.47</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually January 1.</i>
<i>Hayward</i>	<i>\$17.36 with 26 or more employees; \$16.50 with 25 or fewer employees</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually January 1.</i>
<i>Long Beach</i>	<i>\$16.50 \$23.00 for hotel workers; \$17.97 for concessionaires</i>	<i>**</i>	<i>**</i>	
<i>Los Altos</i>	<i>\$18.20</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually January 1.</i>
<i>Los Angeles City</i>	<i>\$17.28</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually on July 1. Increasing to \$17.87 on 7/1/25.</i>
<i>Los Angeles County (Unincorporated Areas Only)</i>	<i>\$17.27</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually on July 1. Increasing to \$17.81 on 7/1/25.</i>
<i>Malibu</i>	<i>\$17.27</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually on July 1. No increase for FY 2025- 2026.</i>
<i>Menlo Park</i>	<i>\$17.10</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually January 1.</i>
<i>Milpitas</i>	<i>\$17.70</i>			<i>Adjusted annually July 1. Increasing to \$18.20 on 7/1/25.</i>
<i>Mountain View</i>	<i>\$19.20</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually January 1.</i>
<i>Novato</i>	<i>\$17.27 for businesses with 100 or more employees; \$17.00 for businesses with</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually January 1.</i>



STATE OR LOCALITY	MINIMUM WAGE RATE	MAXIMUM TIP CREDIT	MINIMUM TIPPED WAGE	NOTES & FUTURE SCHEDULED INCREASES
	26 to 99 employees; \$16.42 with 25 or fewer employees			
Oakland	\$16.89 for non-hotel employers; \$18.36 for hotel employers that contribute toward health care benefits; \$24.48 for non-qualifying hotel employers.	**	**	Adjusted annually January 1.
Palo Alto	\$18.20	**	**	Adjusted annually January 1.
Pasadena	\$17.50	**	**	Adjusted annually on July 1. Increasing to \$18.04 on 7/1/25.
Petaluma	\$17.97	**	**	Adjusted annually January 1.
Redwood City	\$18.20	**	**	Adjusted annually January 1.
Richmond	\$17.77	**	**	Adjusted annually January 1.
San Carlos	\$17.32	**	**	Adjusted annually January 1.
San Diego	\$17.25	**	**	Adjusted annually January 1.
San Francisco	\$18.67	**	**	Adjusted annually July 1. Increasing to \$19.18 on 7/1/25.
San Jose	\$17.95	**	**	Adjusted annually January 1.
San Leandro	\$15.00	**	**	As of January 1, 2023, the hourly minimum wage in the City of San Leandro is determined by the State of California.
San Mateo	\$17.95	**	**	Adjusted annually January 1.
Santa Clara	\$18.20	**	**	Adjusted annually January 1.
Santa Monica	\$17.27; \$20.32 for hotel workers	**	**	Adjusted annually July 1. Increasing to \$17.81 (\$20.32 for hotel workers) on 7/1/25.
Santa Rosa	\$17.87	**	**	Adjusted annually January 1.
Sonoma	\$18.02 for businesses with 26 or more employees; \$16.96 for businesses with 25 or fewer employees	**	**	Adjusted annually January 1.
South San	\$17.70	**	**	Adjusted annually January 1.



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<i>Francisco</i>				
<i>Sunnyvale</i>	\$19.00	**	**	<i>Adjusted annually January 1.</i>
<i>West Hollywood</i>	\$19.65 for non-hotel employees; \$19.61 for hotel employees	**	**	<i>Adjusted annually for non-hotel employees on January 1 and for hotel employees on July 1. Increasing to \$20.22 for hotel employees on 7/1/25.</i>
Colorado	\$14.81	\$3.02	\$11.79	Adjusted annually on January 1. Tipped employee must regularly earn at least \$30 per month in tips.
<i>Boulder City</i>	\$15.57			<i>Increasing to \$16.82 on 1/1/26 and \$18.17 on 1/1/27. Adjusted annually pursuant to the Consumer Price Index for All Urban Consumers (CPI-U) (Denver-Aurora-Lake-wood) beginning 1/1/29.</i>
<i>Boulder County (unincorporated areas)</i>	\$16.57	**	\$13.55	<i>Adjusted annually January 1.</i>
<i>Denver</i>	\$18.81	**	\$15.79 for food and beverage servers	<i>Adjusted annually January 1.</i>
<i>Edgewater</i>	\$16.52	**	\$13.50	<i>Adjusted annually January 1.</i>
Connecticut	\$16.35	\$9.97 for hotels and restaurants; \$8.12 for bartenders	\$6.38 for hotels and restaurants; \$8.23 for bartenders	<i>Adjusted annually January 1.</i>
Delaware	\$15.00	\$12.77	\$2.23	Tipped employee must regularly earn at least \$30 per month in tips.
D.C.	\$17.50	\$7.50	\$10.00	Adjusted annually on July 1. Increasing to \$17.95 on 7/1/25. Minimum tipped wage increasing to \$12.00 on 7/1/25.
Florida	\$13.00	\$3.02	\$9.98	Increasing to: \$14.00 9/30/25; \$15.00 9/30/26.
Georgia	\$5.15*	Federal law applies	Federal law applies	Employers subject to FLSA must pay the \$7.25 Federal minimum wage. Special "training rate" of \$4.25 applies to new employees under the age of 20 for their first 90 days. Full time students in high school or college who work 20 hours or less per week can be paid \$6.16, or \$85 of the standard minimum wage if their job fits a work-study program or other specified situations.
Hawaii	\$14.00	\$1.25	\$12.75	Increasing to \$16.00 1/1/26; \$18.00 1/1/28. Employees must regularly earn at least \$20 per month in tips; combined wage must be at least \$7.00 more than the applicable minimum wage.



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Idaho	\$7.25	\$3.90	\$3.35	Employees must regularly earn at least \$30 per month in tips.
Illinois	\$15.00	\$6.00	\$9.00	Adjusted annually on January 1. Employees must regularly earn at least \$20 per month in tips.
<i>Chicago</i>	<i>\$16.20 (for businesses with 4 or more employees)</i>	**	**	<i>Adjusted annually July 1. Increasing to \$16.60 (for businesses with 4 or more employees and \$12.62 for tipped employees on 7/1/25.</i>
<i>Cook County</i>	<i>\$15.00</i>	**	<i>\$9.00</i>	<i>Adjusted annually July 1. No increase for FY 2025-2026.</i>
Indiana	\$7.25	\$5.12	\$2.13	Employees must regularly earn at least \$30 per month in tips.
Iowa	\$7.25	\$2.90	\$4.35	Employees must regularly earn at least \$30 per month in tips.
Kansas	\$7.25	\$5.12	\$2.13	Employees must regularly earn at least \$20 per month in tips.
Kentucky	\$7.25	Federal law applies	Federal law applies	Employees must regularly earn at least \$30 per month in tips.
Louisiana	NONE*	NONE*	NONE*	No minimum wage; federal law applies.
Maine	\$14.65	50 percent	\$7.33	Adjusted annually on January 1. Employees must regularly earn at least \$30 per month in tips.
<i>Portland</i>	<i>\$15.50</i>	**	**	<i>Adjusted annually beginning 1/1/25.</i>
<i>Rockland</i>	<i>\$15.50</i>	**	**	<i>Adjusted annually beginning 1/1/25.</i>
Maryland	\$15.00 for all employers	\$11.37	\$3.63	Employees must regularly receive at least \$30 per month in tips.
<i>Howard County</i>	<i>\$16.00 for businesses with 15 or more employees; \$15.00 for businesses with fewer than 15 employees.</i>	**	**	<i>For businesses with fewer than 15, increasing to: \$15.50 1/1/26; \$16.00 7/1/26; then adjusted annually after minimum wage reaches \$16.00.</i>
<i>Montgomery County</i>	<i>\$17.15 for businesses with 51 or more employees; \$15.50 for businesses with 11 to 50 employees; \$15 for businesses with 10 or fewer</i>	**	**	<i>Adjusted annually July 1. Increasing to \$17.65 for businesses with 51 or more employees, \$16.00 for businesses with 11 to 50 employees, and \$15.50 for businesses with 10 or fewer employees on 7/1/25.</i>



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	<i>employees</i>			
Massachusetts	\$15.00	\$8.25	\$6.75	Employees must receive at least \$20 per month in tips.
Michigan	\$12.48	\$7.74	\$4.74	Adjusted annually in February.
Minnesota	\$11.13 for all employers; \$9.08 for 90-day trainees (under 20 years of age) and youth employees (under 18 years of age)	Tip credit prohibited	\$11.13/\$9.08	Adjusted annually on January 1
<i>Minneapolis</i>	<i>\$15.97 for all employers</i>	**	**	<i>Adjusted annually on January 1.</i>
<i>St. Paul</i>	<i>\$15.97 for large employers of more than 10,000 employees; \$15.97 for large employers of more than 100 employees; \$14.00 for small employers with 6 to 100 employees; \$12.25 for micro employers with 5 or fewer employees</i>	**	**	<i>Macro employers with more than 10,000 employees adjusted annually on January 1.</i> <i>Large employers with more than 100 employees adjusted annually on January 1.</i> <i>Small employers with 6 to 100 employees: \$15.00 7/1/25. Increasing to macro employer rate on 7/1/26.</i> <i>Micro employers with 5 or fewer employees: \$13.25 7/1/25; \$14.25 7/1/26; \$15.25 7/1/27. Increasing to macro employer rate on 7/1/28.</i>
Mississippi	NONE*	NONE*	NONE*	No minimum wage; federal law applies.
Missouri	\$13.75	50 percent	\$6.88	Adjusted annually on January 1.
Montana	\$10.55	Tip credit prohibited	\$10.55	Adjusted annually on January 1.
Nebraska	\$13.50	\$11.37	\$2.13	Increasing to \$15.00 on 1/1/26; then adjusted annually beginning 1/1/27.
Nevada	\$12.00	Tip credit prohibited	\$12.00	
New Hampshire	\$7.25	\$3.98	45 percent	Employees must regularly earn at least \$30 per month in tips.
New Jersey	\$15.49 for most employers (more than 5 employees); \$14.53 for seasonal employers	\$9.87; \$8.47 for seasonal and small employers	\$5.62	Adjusted annually on January 1.



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	and small employers with 5 or fewer workers; \$13.40 for agricultural employers; \$18.49 for long-term care facility direct care staff members.			
New Mexico	\$12.00	\$9.00	\$3.00	Employees must regularly earn at least \$30 per month in tips.
<i>Albuquerque</i>	<i>\$12.00</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually on January 1.</i>
<i>Santa Fe</i>	<i>\$15.00</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually in March.</i>
<i>Santa Fe County</i>	<i>\$15.00</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually in March.</i>
New York (remainder of state)	\$15.50	\$5.15 food service workers; \$2.60 service employees	\$10.35 food service workers; \$12.90 service employees	See industry wage orders for additional requirements. Increasing to: \$16.00 on 1/1/26. Adjusted annually pursuant to the Consumer Price Index beginning 1/1/27.
<i>New York City, Long Island & Westchester (Nassau, Suffolk and Westchester counties)</i>	<i>\$16.50</i>	<i>\$5.50 food service workers; \$2.75 service employees</i>	<i>\$11.00 food service workers; \$13.75 service employees</i>	<i>Increasing to: \$17.00 on 1/1/26. Adjusted annually pursuant to the Consumer Price Index beginning 1/1/27.</i>
<i>Fast food employees in New York City, Long Island & Westchester (Nassau, Suffolk and Westchester counties) (in fast food establishments)</i>	<i>\$16.00</i>	<i>**</i>	<i>**</i>	
<i>Fast food employees</i>	<i>\$15.00</i>	<i>**</i>	<i>**</i>	



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<i>outside of New York City (in fast food establishments)</i>				
North Carolina	\$7.25	\$5.12	\$2.13 (tied to federal minimum)	Employees must regularly earn at least \$20 per month in tips.
North Dakota	\$7.25	33 percent	\$4.86	Employees must regularly earn at least \$30 per month in tips.
Ohio	\$10.70 (gross receipts of \$394,000 or more); \$7.25 (gross receipts under \$394,000)	\$5.35/\$4.07	\$5.35/\$3.18	Tipped employees must regularly earn at least \$30 per month in tips. Gross receipts of \$394,000 or more: Adjusted annually on January 1. Gross receipts under \$394,000: No scheduled change, follows the federal minimum wage rate.
Oklahoma	\$7.25	50 percent	\$3.63	
Oregon	Portland metro area \$15.95; Urban/standard counties \$14.70; Rural counties \$13.70	Tip credit prohibited	Portland metro area \$15.95; Urban counties \$14.70; Rural counties \$13.70	An employer's location affects minimum wage rate. Within Portland's urban growth boundary (metro area) (including portions of Clackamas, Multnomah, and Washington counties) <u>Areas not in Portland's urban growth boundary or one of the listed nonurban counties (urban counties)</u> (Benton, Clackamas, Clatsop, Columbia, Deschutes, Hood River, Jackson, Josephine, Lane, Lincoln, Linn, Marion, Multnomah, Polk, Tillamook, Wasco, Washington, Yamhill counties) <u>The nonurban counties (rural counties)</u> (Baker, Coos, Crook, Curry, Douglas, Gilliam, Grant, Harney, Jefferson, Klamath, Lake, Malheur, Morrow, Sherman, Umatilla, Union, Wallowa, Wheeler counties) Adjusted annually July 1. Increasing to \$16.30 for Portland metro area, \$15.05 for urban/standard counties, and \$14.05 for rural counties on 7/1/25.
Pennsylvania	\$7.25	\$4.42	\$2.83	Employees must regularly earn at least \$30 per month in tips.
Rhode Island	\$15.00	\$11.11	\$3.89	Adjusted annually on January 1.
South Carolina	NONE*	NONE*	NONE*	No minimum wage; federal law applies.



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South Dakota	\$11.50	50 percent	\$5.75	Adjusted annually on January 1. Employees must regularly earn at least \$35 per month in tips and cash wage must be at least one-half of minimum wage.
Tennessee	NONE*	NONE*	NONE*	No minimum wage; federal law applies.
Texas	\$7.25	\$5.12	\$2.13	Employees must regularly receive at least \$20 per month in tips.
Utah	\$7.25	\$5.12	\$2.13	Employees must receive at least \$30 per month in tips.
Vermont	\$14.01	50 percent	\$7.01	Adjusted annually on January 1. Employees must regularly receive at least \$120 per month in tips.
Virginia	\$12.41	\$10.28	\$2.13	No maximum tip credit; federal law applies.
Washington	\$16.66 for workers 16 years of age and older; \$14.16 for workers 14-15 years of age.	Tip credit prohibited	\$16.66 for workers 16 years of age and older; \$14.16 for workers 14-15 years of age.	Adjusted annually on January 1.
<i>Bellingham</i>	<i>\$18.66</i>	<i>**</i>	<i>**</i>	
<i>Burien</i>	<i>\$19.66 for employers with 500 or more employees; \$18.66 for employers with 21-499</i>	<i>**</i>	<i>**</i>	
<i>Renton</i>	<i>Mid-size employers (At least 15 but no more than 500 employees worldwide or over \$2 million of annual gross revenue in Renton) \$18.90</i> <i>Large employers (More than 500 employees worldwide and certain franchises) \$20.29</i>	<i>**</i>	<i>**</i>	<i>Employers that are not large or mid-size must continue to meet the state of Washington minimum wage requirements. Mid-size employers increasing to \$19.90 on 7/1/25.</i>
<i>Seattle</i>	<i>\$20.76 for all</i>	<i>**</i>	<i>**</i>	



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	<i>employers</i>			<i>Adjusted annually on January 1.</i>
<i>SeaTac</i>	\$20.17	**	**	<i>Adjusted annually on January 1.</i>
<i>Tukwila</i>	<p><i>Large employers (501 employees or more) \$21.10</i></p> <p><i>Mid-size employers (a covered employer that either employs at least 15 employees regardless of where those employees are employed or has annual gross revenue over \$2 million) \$20.10</i></p>	**	**	<p><i>Adjusted annually on January 1.</i></p> <p><i>Employers with fewer than 15 workers worldwide and earn \$2 million or less in annual gross revenue in Tukwila and are not associated with a franchisor or network of franchises with franchisees employing over 500 workers are not affected by the Tukwila minimum wage but may still be subject to State minimum wage and other laws.</i></p>
West Virginia	\$8.75	\$6.13	\$2.62	
Wisconsin	\$7.25	\$4.92	\$2.33	
Wyoming	\$5.15*	\$3.03	\$2.13	Employees must regularly earn at least \$30 per month in tips.

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

*Employers in states without minimum wage laws, or with minimum wage rates lower than the federal minimum wage, which currently is \$7.25 an hour, must observe the federal minimum wage for all employees covered by the Fair Labor Standards Act.

