

State and Local Minimum Wages

Effective November 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	\$13.00	Tip credit prohibited	\$13.00	Adjusted annually January 1. Increasing to \$14.00 per hour effective July 1, 2026 and \$15.00 per hour effective July 1, 2027.
Arizona	\$14.70	\$3.00	\$11.70	Adjusted annually on January 1.
<i>Flagstaff</i>	\$17.85	**	**	<i>Adjusted annually on January 1. Increasing to \$18.35 on 1/1/26. Tip credit will be eliminated on 1/1/26.</i>
<i>Tucson</i>	\$15.00	**	**	<i>Adjusted annually beginning January 1, 2026. Increasing to \$15.15 on 1/1/26.</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. Increasing to \$16.90 on 1/1/26.
<i>Fast food workers</i>	\$20.00	**	\$20.00	<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>	\$17.46	**	**	<i>Adjusted annually on July 1.</i>
<i>Belmont</i>	\$18.30	**	**	<i>Adjusted annually on January 1. Increasing to \$18.95 on</i>



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				1/1/26.
<i>Berkeley</i>	\$19.18	**	**	<i>Adjusted annually on July 1.</i>
<i>Burlingame</i>	\$17.43	**	**	<i>Adjusted annually January 1. Increasing to \$17.86 on 1/1/26.</i>
<i>Cupertino</i>	\$18.20	**	**	<i>Adjusted annually January 1.</i>
<i>Daly City</i>	\$17.07	**	**	<i>Adjusted annually January 1.</i>
<i>East Palo Alto</i>	\$17.45	**	**	<i>Adjusted annually January 1. Increasing to \$17.90 on 1/1/26.</i>
<i>El Cerrito</i>	\$18.34	**	**	<i>Adjusted annually January 1. Increasing to \$18.82 on 1/1/26.</i>
<i>Emeryville</i>	\$19.90	**	**	<i>Adjusted annually on July 1.</i>
<i>Foster City</i>	\$17.40	**	**	<i>Adjusted annually January 1.</i>
<i>Fremont</i>	\$17.75	**	**	<i>Adjusted annually on July 1.</i>
<i>Half Moon Bay</i>	\$17.47	**	**	<i>Adjusted annually January 1. Increasing to \$17.91 on 1/1/26.</i>
<i>Hayward</i>	<i>\$17.36 with 26 or more employees; \$16.50 with 25 or fewer employees</i>	**	**	<i>Adjusted annually January 1. Increasing to \$16.90 for employers with 25 or fewer employees on 1/1/26.</i>
<i>Long Beach</i>	<i>\$16.50 \$23,00 for hotel workers; \$17.97 for concessionaires</i>	**	**	
<i>Los Altos</i>	\$18.20	**	**	<i>Adjusted annually January 1. Increasing to \$18.70 on 1/1/26.</i>
<i>Los Angeles City</i>	\$17.87	**	**	<i>Adjusted annually on July 1.</i>
<i>Los Angeles County (Unincorporated Areas Only)</i>	\$17.81	**	**	<i>Adjusted annually on July 1.</i>
<i>Malibu</i>	\$17.27	**	**	<i>Adjusted annually on July 1.</i>
<i>Menlo Park</i>	\$17.10	**	**	<i>Adjusted annually January 1.</i>
<i>Milpitas</i>	\$18.20			<i>Adjusted annually July 1.</i>
<i>Mountain View</i>	\$19.20	**	**	<i>Adjusted annually January 1.</i>
<i>Novato</i>	<i>\$17.27 for businesses with</i>	**	**	<i>Adjusted annually January 1.</i>



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	<i>100 or more employees; \$17.00 for businesses with 26 to 99 employees; \$16.42 with 25 or fewer employees</i>			
<i>Oakland</i>	<i>\$16.89 for non-hotel employers; \$18.36 for hotel employers that contribute toward health care benefits; \$24.48 for non-qualifying hotel employers.</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually January 1.</i>
<i>Palo Alto</i>	<i>\$18.20</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually January 1. Increasing to \$18.70 on 1/1/26.</i>
<i>Pasadena</i>	<i>\$18.04</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually on July 1.</i>
<i>Petaluma</i>	<i>\$17.97</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually January 1. Increasing to \$18.31 on 1/1/26.</i>
<i>Redwood City</i>	<i>\$18.20</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually January 1. Increasing to \$18.65 on 1/1/26.</i>
<i>Richmond</i>	<i>\$17.77</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually January 1. Increasing to 19.18 on 1/1/26.</i>
<i>San Carlos</i>	<i>\$17.32</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually January 1. Increasing to \$17.75 on 1/1/26.</i>
<i>San Diego</i>	<i>\$17.25</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually January 1. Increasing to \$17.75 on 1/1/26.</i>
<i>San Francisco</i>	<i>\$19.18</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually July 1.</i>
<i>San Jose</i>	<i>\$17.95</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually January 1. Increasing to \$18.45 on 1/1/26.</i>
<i>San Mateo</i>	<i>\$17.95</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually January 1. Increasing to \$18.60 on 1/1/26.</i>
<i>Santa Clara</i>	<i>\$18.20</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually January 1. Increasing to \$18.70 on 1/1/26/</i>
<i>Santa Monica</i>	<i>\$17.81; \$20.32 for hotel workers</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually July 1.</i>
<i>Santa Rosa</i>	<i>\$17.87</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually January 1. Increasing to \$18.21 on 1/1/26.</i>



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<i>Sonoma</i>	<i>\$18.02 for businesses with 26 or more employees; \$16.96 for businesses with 25 or fewer employees</i>	**	**	<i>Adjusted annually January 1.</i>
<i>South San Francisco</i>	<i>\$17.70</i>	**	**	<i>Adjusted annually January 1. Increasing to \$18.15 on 1/1/26.</i>
<i>Sunnyvale</i>	<i>\$19.00</i>	**	**	<i>Adjusted annually January 1.</i>
<i>West Hollywood</i>	<i>\$19.65 for non-hotel employees; \$20.22 for hotel employees</i>	**	**	<i>Adjusted annually for non-hotel employees on January 1 and for hotel employees on July 1. Increasing to \$20.25 for non-hotel employees on 1/1/26.</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. Increasing to \$15.16 on 1/1/26.
<i>Boulder City</i>	<i>\$15.57</i>			<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-Lakewood) beginning 1/1/29.</i>
<i>Boulder County (unincorporated areas)</i>	<i>\$16.57</i>	**	<i>\$13.55</i>	<i>Adjusted annually January 1.</i>
<i>Denver</i>	<i>\$18.81</i>	**	<i>\$15.79 for food and beverage servers</i>	<i>Adjusted annually January 1. Increasing to \$19.29 on 1/1/26.</i>
<i>Edgewater</i>	<i>\$16.52</i>	**	<i>\$13.50</i>	<i>Adjusted annually January 1. Increasing to \$18.17 on 1/1/26.</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. Increasing to \$16.94 on 1/1/26.</i>
Delaware	\$15.00	\$12.77	\$2.23	Tipped employee must regularly earn at least \$30 per month in tips.
D.C.	\$17.95	\$7.95	\$10.00	Adjusted annually on July 1.
Florida	\$14.00	\$3.02	\$10.98	Increasing to: \$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.



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				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.
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; \$16.60 for employers with 4 or more employees; \$16.50 for youth workers, subsidized temporary youth employment programs, and subsidized transitional employment programs</i>	**	<i>\$12.62</i>	<i>Adjusted annually July 1</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. Increasing to \$15.10 on 1/1/26.
<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</i>	**	**	<i>For businesses with fewer than 15, increasing to: \$15.50 1/1/26; \$16.00 7/1/26; then adjusted annually after</i>



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	<i>or more employees; \$15.00 for businesses with fewer than 15 employees.</i>			<i>minimum wage reaches \$16.00.</i>
<i>Montgomery County</i>	<i>\$17.65 for businesses with 51 or more employees; \$16.00 for businesses with 11 to 50 employees; \$15.50 for businesses with 10 or fewer employees</i>	**	**	<i>Adjusted annually July 1.</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. Increasing to \$13.29 on 2/21/26; \$14,16 on 2/21/27; \$14,97 on 2/21/28.
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 Increasing to \$11.41 for all employers and \$9.31 for 90-day trainees on 1/1/26.
<i>Minneapolis</i>	<i>\$15.97 for all employers</i>	**	**	<i>Adjusted annually on January 1. Increasing to \$16.37 on 1/1/26.</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; \$15.00 for small employers with 6 to 100 employees; \$13.25 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: Increasing to macro employer rate on 7/1/26.</i> <i>Micro employers with 5 or fewer employees: \$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.



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Missouri	\$13.75	50 percent	\$6.88	Adjusted annually on January 1. Increasing to \$15.00 per hour on 1/1/26.
Montana	\$10.55	Tip credit prohibited	\$10.55	Adjusted annually on January 1. Increasing to \$10.85 on 1/1/26.
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 and small employers with 5 or fewer workers; \$13.40 for agricultural employers; \$18.49 for long-term care facility direct care staff members.	\$9.87; \$8.47 for seasonal and small employers	\$5.62	Adjusted annually on January 1. Increasing to \$15.23 per hour on 1/1/26 for seasonal employers and small employers with 5 or fewer workers.
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>Adjusted annually on January 1.</i>
<i>Santa Fe</i>	<i>\$15.00</i>	**	**	<i>Adjusted annually in March.</i>
<i>Santa Fe County</i>	<i>\$15.00</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)</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>



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<i>counties)</i>				
<i>Fast food employees in New York City, Long Island & Westchester (Nassau, Suffolk and Westchester counties) (in fast food establishments)</i>	\$16.00	**	**	
<i>Fast food employees outside of New York City (in fast food establishments)</i>	\$15.00	**	**	
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 \$16.30; Urban/standard counties \$15.05; Rural counties \$14.05	Tip credit prohibited	Portland metro area \$16.30; Urban counties \$15.05; Rural counties \$14.05	An employer's location affects minimum wage rate. <u>Within Portland's urban growth boundary (metro area)</u> (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,



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				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.
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. Increasing to \$16.00 on 1/1/26.
South Carolina	NONE*	NONE*	NONE*	No minimum wage; federal law applies.
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. Increasing to \$11.85 on 1/1/26.
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. Increasing to \$14.42 on 1/1/26.
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. Increasing to \$17.13 for workers 16 years of age and older and \$14.56 for workers 14-15 years of age on 1/1/26.
<i>Bellingham</i>	<i>\$18.66</i>	<i>**</i>	<i>**</i>	
<i>Burien</i>	<i>\$21.16 for Level 1 employers with 500 or more full time employees or franchisors who employ 500 or more full time employees in the</i>	<i>**</i>	<i>**</i>	<i>Beginning January 1, 2025, Level 1 employers must pay \$4.50 above the Washington state minimum wage rate; Level 2 employers must pay \$3.50 above the Washington state minimum wage rate; Level 3 employers pay the Washington state minimum wage rate.</i>



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	<i>aggregate; \$20.16 for Level 2 employers with 21-499; \$16.66 for Level 3 employers with 20 or fewer full time employees</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) \$19.90 Large employers (More than 500 employees worldwide and certain franchises) \$20.90</i>	<i>**</i>	<i>**</i>	<i>Employers that that are not large or mid-size must continue to meet the state of Washington minimum wage requirements.</i>
<i>Seattle</i>	<i>\$20.76 for all employers</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually on January 1.</i>
<i>SeaTac</i>	<i>\$20.17</i>	<i>**</i>	<i>**</i>	<i>Adjusted annually on January 1.</i>
<i>Tukwila</i>	<i>Large employers (501 employees or more) \$21.10 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>	<i>**</i>	<i>**</i>	<i>Adjusted annually on January 1. 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>



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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.

