

2025 Minimum Wage Updates

STATE	CURRENT MINIMUM WAGE PER HOUR	CURRENT TIPPED EMPLOYEE CASH WAGE PER HOUR	NEXT SCHEDULED INCREASE MINIMUM WAGE PER HOUR	NEXT SCHEDULED INCREASE TIPPED EMPLOYEE CASH WAGE PER HOUR
Alabama	\$7.25	\$2.13	None	None
Alaska	\$11.73	\$11.73	1/1/25	1/1/25
Arizona	\$14.35	\$11.35	1/1/25	1/1/25
Arkansas	\$11.00	\$2.63	None	None
California	\$16.00	\$16.00	\$16.50 (1/1/25)	\$16.50 (1/1/25)
Connecticut	\$15.69	\$6.38 Waitstaff \$8.23 Bartenders \$16.00 All other Tipped Employees	\$16.35 (1/1/25)	None
Delaware	\$13.25	\$2.23	\$15.00 (1/1/25)	None
District of Columbia	\$17.00	\$8.00	\$17.50 (7/1/24)	\$10.00 (7/1/24)
Florida	\$13.00	\$9.98	\$14.00 (9/30/25) \$15.00 (9/30/26)	\$10.98 (9/30/25) \$11.98 (9/30/25)
Georgia	\$7.25 (if covered under FLSA) \$5.15 - if not covered under FLSA	\$2.13	None	None



STATE	CURRENT MINIMUM WAGE PER HOUR	CURRENT TIPPED EMPLOYEE CASH WAGE PER HOUR	NEXT SCHEDULED INCREASE MINIMUM WAGE PER HOUR	NEXT SCHEDULED INCREASE TIPPED EMPLOYEE CASH WAGE PER HOUR
Guam	\$9.25	\$9.25	None	None
Hawaii	\$14.00	\$12.75 - \$1.25 tip credit allowed only if employee earns \$7.00 more than the minimum wage through tips and wages See Tip Credit Chart	\$16.00 (1/1/26) \$18.00 (1/1/28)	\$14.75 (1/1/26) \$16.50 (1/1/28)
Idaho	\$7.25	\$3.35	None	None
Illinois	\$14.00	\$8.40	\$15.00 (1/1/25)	\$9.00 (1/1/25)
Indiana	\$7.25	\$2.13	None	None
Iowa	\$7.25	\$4.35	None	None
Kansas	\$7.25	\$2.13	None	None
Kentucky	\$7.25	\$2.13	None	None
Louisiana	\$7.25	\$2.13	None	None
Maine	\$14.15	\$7.08	\$14.65 (1/1/25)	\$7.33 (1/1/25)
Maryland (15 or more EEs)	\$15.00	\$3.63	1/1/25	None
Maryland (14 or fewer EEs)	\$15.00	\$3.63	1/1/25	None
Massachusetts	\$15.00	\$6.75	None	None
Michigan	\$10.33	\$3.93	\$10.56 (1/1/25) \$12.48 (2/21/25)	\$4.01 (1/1/25) \$5.99 (1/1/25)



STATE	CURRENT MINIMUM WAGE PER HOUR	CURRENT TIPPED EMPLOYEE CASH WAGE PER HOUR	NEXT SCHEDULED INCREASE MINIMUM WAGE PER HOUR	NEXT SCHEDULED INCREASE TIPPED EMPLOYEE CASH WAGE PER HOUR
Minnesota (Employer annual gross volume exceeds \$500k)	\$10.85	\$10.85	\$11.13 (1/1/25)	1/1/26
Minnesota (Employer annual gross volume less than \$500k)	\$8.85	\$8.85	\$11.13 (1/1/25)	1/1/26
Mississippi	\$7.25	\$2.13	None	None
Missouri	\$12.30	\$6.15	1/1/25	1/1/25
Montana	\$10.30	\$10.30	\$10.55 (1/1/25)	\$10.55 (1/1/25)
Nebraska	\$12.00	\$2.13	\$13.50 (1/1/25) \$15.00 (1/1/26)	None
Nevada	\$12.00	\$12.00	7/1/25	7/1/25
New Hampshire	\$7.25	\$3.26	None	None
New Jersey (6 or more EEs)	\$15.13	\$5.26	\$15.49 (1/1/25)	\$5.62 (1/1/25)
New Jersey (5 or less EEs and Seasonal ER)	\$13.73	\$5.26	\$14.53 (1/1/25)	\$5.62 (1/1/25)
New Mexico	\$12.00	\$3.00	None	None



STATE	CURRENT MINIMUM WAGE PER HOUR	CURRENT TIPPED EMPLOYEE CASH WAGE PER HOUR	NEXT SCHEDULED INCREASE MINIMUM WAGE PER HOUR	NEXT SCHEDULED INCREASE TIPPED EMPLOYEE CASH WAGE PER HOUR
New York (other than New York City and Nassau, Suffolk, Westchester Counties)	\$15.00	Tipped Service EE \$12.50 Tipped Food Service Workers \$10.00	\$15.50 (1/1/25) \$16.00 (1/1/26)	\$10.35 (1/1/25) \$10.70 (1/1/26)
New York - Nassau, Suffolk, Westchester Counties	\$16.00	Tipped Service EE \$13.35 Tipped Food Service Workers \$10.65	\$16.50 (1/1/25) \$17.00 (1/1/26)	\$11.00 (1/1/25) \$11.35 (1/1/26)
New York City	\$16.00	Tipped Service EE \$13.35 Tipped Food Service Workers \$10.65	\$16.50 (1/1/25) \$17.00 (1/1/26)	\$11.00 (1/1/25) \$11.35 (1/1/26)
North Carolina	\$7.25	\$2.13	None	None
North Dakota	\$7.25	\$4.86	None	None
Northern Mariana Islands	\$7.25	\$2.13	None	None
Ohio	\$10.45	\$5.25	\$10.70 (1/1/25)	\$5.35 (1/1/25)
Oklahoma	\$7.25	\$2.13	None	None
Oregon	\$14.70	\$14.70	7/1/25	7/1/25
Oregon - Portland, Urban Growth Boundary	\$15.95	\$15.95	7/1/25	7/1/25
Oregon Non- Urban Counties	\$13.70	\$13.70	7/1/25	7/1/25
Pennsylvania	\$7.25	\$2.83	None	None



STATE	CURRENT MINIMUM WAGE PER HOUR	CURRENT TIPPED EMPLOYEE CASH WAGE PER HOUR	NEXT SCHEDULED INCREASE MINIMUM WAGE PER HOUR	NEXT SCHEDULED INCREASE TIPPED EMPLOYEE CASH WAGE PER HOUR
Puerto Rico	\$10.50	\$2.13	7/1/25	None
Rhode Island	\$14.00	\$3.89	\$15.00 (1/1/25)	None
South Carolina	\$7.25	\$2.13	None	None
South Dakota	\$11.20	\$5.60	\$11.50 (1/1/25)	\$5.75 (1/1/25)
Tennessee	\$7.25	\$2.13	None	None
Texas	\$7.25	\$2.13	None	None
US Virgin Islands	\$10.50	\$4.20	None	None
Utah	\$7.25	\$2.13	None	None
Vermont	\$13.67	\$6.84	1/1/25	1/1/25
Virginia	\$12.00	\$2.13	\$12.41 (1/1/25)	None
Washington	\$16.28	\$16.28	\$16.66 (1/1/25)	\$16.66 (1/1/25)
West Virginia	\$8.75	\$2.63	None	None
Wisconsin	\$7.25	\$2.33	None	None
Wyoming	\$7.25	\$2.13	None	None