

**2025 MINIMUM WAGE CHANGES  
(STATES AND MAJOR LOCALITIES)**

STATE	MINIMUM WAGE	MAXIMUM TIP CREDIT	MINIMUM CASH WAGE: TIPPED EMPLOYEES
<b>Alaska</b>	\$11.73 (effective as of January 1, 2024) \$11.91 (effective January 1, 2025)  <b>Ballot measure approved November 5, 2024:</b> \$13.00 (effective July 1, 2025) \$14.00 (effective July 1, 2026) \$15.00 (effective July 1, 2027)	Tip credit not allowed	Tip credit not allowed
<b>Arizona</b>	\$14.35 (effective as of January 1, 2024) \$14.70 (effective January 1, 2025)  <b>Flagstaff:</b> \$17.40 (effective as of January 1, 2024) \$17.85 (effective January 1, 2025)  <b>Tucson:</b> \$14.35 (effective as of January 1, 2024) \$15.00 (effective January 1, 2025)	\$3.00 (set tip credit amount)  <b>Flagstaff:</b> \$1.50 (effective as of January 1, 2024) \$1.00 (effective January 1, 2025)  <b>Tucson:</b> \$3.00 (state rate)	\$11.35 (effective as of January 1, 2024) \$11.70 (effective January 1, 2025)  <b>Flagstaff:</b> \$15.90 (effective as of January 1, 2024) \$16.85 (effective January 1, 2025)  <b>Tucson:</b> \$11.25 (effective as of January 1, 2024) \$12.00 (effective January 1, 2025)
<b>California</b>  <i>*Reminder: includes certain major California localities but is not exhaustive of localities with January 1, 2025, increases.</i>	\$16.00 (effective as of January 1, 2024) \$16.50 (effective January 1, 2025)  <b>Oakland:</b> \$16.50 (effective as of January 1, 2024) \$16.89 (effective January 1, 2025)  <u>Hotel Workers:</u> <u>With Health Benefits:</u> \$17.94 (effective as of January 1, 2024) \$18.36 (effective January 1, 2025)	Tip credit not allowed	Tip credit not allowed

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	<p><i>Without Health Benefits:</i> \$23.91 (effective as of January 1, 2024) <b>\$24.48 (effective January 1, 2025)</b></p> <p><b>San Diego:</b> \$16.85 (effective as of January 1, 2024) <b>\$17.25 (effective January 1, 2025)</b></p> <p><b>San Jose:</b> \$17.55 (effective as of January 1, 2024) <b>\$17.95 (effective January 1, 2025)</b></p> <p><b>West Hollywood:</b> <u>Non-Hotel Employers:</u> \$19.08 (currently effective) <b>\$19.65 (effective January 1, 2025)</b></p> <p><u>Hotel Employers:</u> \$19.61 (effective as of July 1, 2024) TBD (effective July 1, 2025)</p>		
<b>Colorado</b>	<p>\$14.42 (effective as of January 1, 2024) <b>\$14.81 (effective January 1, 2025)</b></p> <p><b>Boulder (City)—new local minimum wage ordinance:</b> <b>\$15.57 (effective January 1, 2025)</b></p> <p><b>Boulder County—unincorporated areas:</b> \$15.69 (effective as of January 1, 2024) <b>\$16.57 (effective January 1, 2025)</b> \$17.99 (effective January 1, 2026) \$19.53 (effective January 1, 2027) \$21.21 (effective January 1, 2028) \$23.03 (effective January 1, 2029) \$25.00 (effective January 1, 2030)</p>	<p>\$3.02 (set tip credit amount)</p> <p><b>Boulder (City):</b> \$3.02 (current) (same as state)</p> <p><b>Boulder County—unincorporated areas:</b> \$3.02 (set rate, same as state)</p>	<p>\$11.40 (effective as of January 1, 2024) <b>\$11.79 (effective January 1, 2025)</b></p> <p><b>Boulder (City):</b> \$12.55 (effective January 1, 2025)</p> <p><b>Boulder County—unincorporated areas:</b> \$12.67 (effective as of January 1, 2024) <b>\$13.55 (effective January 1, 2025)</b></p>

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	<b>Denver:</b> \$18.29 (effective as of January 1, 2024) \$18.81 (effective January 1, 2025)	<b>Denver:</b> \$3.02 (set rate, same as state)	<b>Denver:</b> \$15.27 (effective as of January 1, 2024) \$15.79 (effective January 1, 2025)
<b>Connecticut</b>	\$15.69 (effective as of January 1, 2024) \$16.35 (effective January 1, 2025)	<u>Tipped service employees other than bartenders:</u> \$9.31 (effective as of January 1, 2024) \$9.97 (effective January 1, 2025)  <u>Bartenders:</u> \$7.46 (effective as of January 1, 2024) \$8.12 (effective January 1, 2025)	<u>Tipped service employees other than bartenders:</u> \$6.38 (set cash wage amount)  <u>Bartenders:</u> \$8.23 (set cash wage amount)
<b>Delaware</b>	\$13.25 (effective as of January 1, 2024) \$15.00 (effective January 1, 2025)	\$11.02 (effective as of January 1, 2024) \$12.77 (effective January 1, 2025)	\$2.23 (currently effective) (set cash wage amount)
<b>Florida</b>	\$13.00 (effective as of September 30, 2024) \$14.00 (effective September 30, 2025) \$15.00 (effective September 30, 2026)	\$3.02 (currently effective) (no change)	\$9.98 (effective as of September 30, 2024) \$10.98 (effective September 30, 2025) \$11.98 (effective September 30, 2026)
<b>Illinois</b>	\$14.00 (effective as of January 1, 2024) \$15.00 (effective January 1, 2025)  <b>Cook County:</b> \$14.05 (effective as of July 1, 2024) \$15.00 (effective January 1, 2025)	<i>40% of minimum wage:</i> \$5.60 (effective as of January 1, 2024) \$6.00 (effective January 1, 2025)  <b>Cook County:</b> \$5.65 (effective as of July 1, 2024) \$6.00 (effective January 1, 2025)	<i>60% of minimum wage:</i> \$8.40 (effective as of January 1, 2024) \$9.00 (effective January 1, 2025)  <b>Cook County:</b> \$8.40 (effective as of January 1, 2024) \$9.00 (effective January 1, 2025)
<b>Maine</b>	\$14.15 (effective as of January 1, 2024) \$14.65 (effective January 1, 2025)  <b>Portland:</b> \$15.00 (effective as of January 1, 2024) \$15.50 (effective January 1, 2025) <i>Whenever a local (city) emergency order is in effect, the Portland minimum wage will be calculated at 1.5 times the regular minimum wage.</i>	\$7.07 (effective as of January 1, 2024) \$7.32 (effective January 1, 2025)  <b>Portland:</b> \$7.50 (effective as of January 1, 2024) \$7.75 (effective January 1, 2025)	\$7.08 (effective as of January 1, 2024) \$7.33 (effective January 1, 2025)  <b>Portland:</b> \$7.50 (effective as of January 1, 2024) \$7.75 (effective January 1, 2025)

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<p><b>Michigan</b></p> <p><i>*Please see above note about Michigan 2025 updates.</i></p>	<p>\$10.33 (effective as of January 1, 2024)  <b>\$10.56 (effective January 1, 2025)</b>  <b>\$12.48 (effective February 21, 2025)</b>            \$13.29 (effective February 21, 2026)            \$14.16 (effective February 21, 2027)            \$14.97 (effective February 21, 2028)  <i>Adjusted annually thereafter.</i></p>	<p>\$6.40 (effective as of January 1, 2024)  <b>\$6.55 (effective January 1, 2025)</b>  <b>\$6.49 (effective February 21, 2025)</b>            \$5.32 (effective February 21, 2026)            \$4.25 (effective February 21, 2027)            \$2.99 (effective February 21, 2028)            TBD (effective February 21, 2029)  <i>Tip credit not allowed (effective February 21, 2030)</i></p>	<p>\$3.93 (effective as of January 1, 2024)  <b>\$4.01 (effective January 1, 2025)</b>  <b>\$5.99 (effective February 21, 2025)</b>            \$7.97 (effective February 21, 2026)            \$9.91 (effective February 21, 2027)            \$11.98 (effective February 21, 2028)            TBD (effective February 21, 2029)            TBD (effective February 21, 2030)</p>
<p><b>Minnesota</b></p>	<p><u>Large Employers</u> (annual gross revenues of \$500,000 or more):            \$10.85 (effective as of January 1, 2024)  <b>\$11.13 (effective January 1, 2025)</b></p> <p><u>Small Employers</u> (annual gross revenues of less than \$500,000):            \$8.85 (effective as of January 1, 2024)  <b>\$11.13 (effective January 1, 2025)</b></p> <p><b>Minneapolis:</b>  <u>Large Employers</u> (more than 100 total employees):            \$15.57 (effective as of January 1, 2024)  <b>\$15.97 (effective January 1, 2025)</b></p> <p><u>Small Employers</u> (100 or fewer total employees):            \$15.57 (effective as of <b>July 1, 2024</b>)  <b>\$15.97 (effective January 1, 2025)</b></p> <p><b>St. Paul:</b>  <u>Macro Businesses</u> (10,001 or more total employees) + city:            \$15.57 (effective as of January 1, 2024)  <b>\$15.97 (effective January 1, 2025)</b></p> <p><u>Large Businesses</u> (101 to 10,000 total employees):            \$15.57 (effective as of July 1, 2024)  <b>\$15.97 (effective January 1, 2025)</b></p>	<p>Tip credit not allowed</p>	<p>Tip credit not allowed</p>

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	<p><u>Small Businesses</u> (6 to 100 total employees): \$14.00 (effective as of July 1, 2024) \$15.00 (effective July 1, 2025)</p> <p><u>Micro Businesses</u> (5 or fewer employees): \$12.25 (effective as of July 1, 2024) \$13.25 (effective July 1, 2025) \$14.25 (effective July 1, 2026) \$15.00 (effective July 1, 2027)</p>		
<b>Missouri</b>	<p>\$12.30 (effective as of January 1, 2024) <b>Ballot measure approved November 5, 2024:</b> \$13.75 (effective January 1, 2025) \$15.00 (effective January 1, 2026)</p>	<p><i>50% of minimum wage:</i> \$6.15 (effective as of January 1, 2024) <b>\$6.87 (effective January 1, 2025)</b> <b>\$7.50 (effective January 1, 2026)</b></p>	<p><i>50% of minimum wage:</i> \$6.15 (effective as of January 1, 2024) <b>\$6.88 (effective January 1, 2025)</b> <b>\$7.50 (effective January 1, 2026)</b></p>
<b>Montana</b>	<p>\$10.30 (effective as of January 1, 2024) <b>\$10.55 (effective January 1, 2025)</b></p>	Tip credit not allowed	Tip credit not allowed
<b>Nebraska</b>	<p>\$12.00 (effective as of January 1, 2024) <b>\$13.50 (effective January 1, 2025)</b> \$15.00 (effective January 1, 2026)</p>	<p>\$9.87 (effective as of January 1, 2024) <b>\$11.37 (effective January 1, 2025)</b> \$12.87 (effective January 1, 2026)</p>	\$2.13 (currently effective) (set cash wage amount)
<b>New Jersey</b>	<p>Employers with 6 or more employees: \$15.13 (effective as of January 1, 2024) <b>\$15.49 (effective January 1, 2025)</b></p> <p><u>Seasonal employers / Employers with 5 or fewer employees:</u> \$13.73 (effective as of January 1, 2024) <b>\$14.53 (effective January 1, 2025)</b></p>	<p><u>Employers with 6 or more employees:</u> \$9.87 (effective as of January 1, 2024) <i>No change for 2025.</i></p> <p><u>Seasonal employers / Employers with 5 or fewer employees:</u> \$8.47 (effective as of January 1, 2024) <b>\$8.91 (effective January 1, 2025)</b></p>	<p>\$5.26 (effective as of January 1, 2023) <b>\$5.62 (effective January 1, 2025)</b></p>
<b>New York</b>	New York's minimum wage sets forth different minimum wage rates for different regions of the state: <b>(1) New York City;</b> <b>(2) "Remainder of downstate"</b> (Nassau, Suffolk, and Westchester counties); and <b>(3) "Remainder of state"</b> (Upstate—all areas outside NYC and Nassau / Suffolk / Westchester counties).	<p><b>New York City:</b> <b>TIPPED SERVICE EMPLOYEES:</b> \$2.65 (effective as of January 1, 2024) <b>\$2.75 (effective January 1, 2025)</b> \$2.85 (effective January 1, 2026)</p>	<p><b>New York City:</b> <b>TIPPED SERVICE EMPLOYEES:</b> \$13.35 (effective as of January 1, 2024) <b>\$13.75 (effective January 1, 2025)</b> \$14.15 (effective January 1, 2026)</p>

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	<p><b>New York City:</b>            \$16.00 (effective as of January 1, 2024)  <b>\$16.50 (effective January 1, 2025)</b>            \$17.00 (effective January 1, 2026)  <i>Adjusted based on CPI January 1, 2027, and thereafter.</i></p> <p><b>Remainder of Downstate—Nassau, Suffolk, and Westchester counties:</b>            \$16.00 (effective as of January 1, 2024)  <b>\$16.50 (effective January 1, 2025)</b>            \$17.00 (effective January 1, 2026)  <i>Adjusted based on CPI January 1, 2027, and thereafter.</i></p> <p><b>Remainder of State—Upstate/all areas outside NYC and Nassau, Suffolk, and Westchester counties:</b>            \$15.00 (effective as of January 1, 2024)  <b>\$15.50 (effective January 1, 2025)</b>            \$16.00 (effective January 1, 2026)  <i>Adjusted based on CPI January 1, 2027, and thereafter.</i></p>	<p><i>TIPPED FOOD SERVICE WORKERS:</i>            \$5.35 (effective as of January 1, 2024)  <b>\$5.50 (effective January 1, 2025)</b>            \$5.65 (effective January 1, 2026)</p> <p><b>Remainder of Downstate—Nassau, Suffolk, and Westchester counties:</b>  <i>TIPPED SERVICE EMPLOYEES:</i>            \$2.65 (effective as of January 1, 2024)  <b>\$2.75 (effective January 1, 2025)</b>            \$2.85 (effective January 1, 2026)</p> <p><i>TIPPED FOOD SERVICE WORKERS:</i>            \$5.35 (effective as of January 1, 2024)  <b>\$5.50 (effective January 1, 2025)</b>            \$5.65 (effective January 1, 2026)</p> <p><b>Remainder of State—Upstate/all areas outside NYC and Nassau, Suffolk, and Westchester counties:</b>  <i>TIPPED SERVICE EMPLOYEES:</i>            \$2.50 (effective as of January 1, 2024)  <b>\$2.60 (effective January 1, 2025)</b>            \$2.70 (effective January 1, 2026)</p> <p><i>TIPPED FOOD SERVICE WORKERS:</i>            \$5.00 (effective as of January 1, 2024)  <b>\$5.15 (effective January 1, 2025)</b>            \$5.30 (effective January 1, 2026)</p>	<p><i>TIPPED FOOD SERVICE WORKERS:</i>            \$10.65 (effective as of January 1, 2024)  <b>\$11.00 (effective January 1, 2025)</b>            \$11.35 (effective January 1, 2026)</p> <p><b>Remainder of Downstate—Nassau, Suffolk, and Westchester counties:</b>  <i>TIPPED SERVICE EMPLOYEES:</i>            \$13.35 (effective as of January 1, 2024)  <b>\$13.75 (effective January 1, 2025)</b>            \$14.15 (effective January 1, 2026)</p> <p><i>TIPPED FOOD SERVICE WORKERS:</i>            \$10.65 (effective as of January 1, 2024)  <b>\$11.00 (effective January 1, 2025)</b>            \$11.35 (effective January 1, 2026)</p> <p><b>Remainder of State—Upstate/all areas outside NYC and Nassau, Suffolk, and Westchester counties:</b>  <i>TIPPED SERVICE EMPLOYEES:</i>            \$12.50 (effective as of January 1, 2024)  <b>\$12.90 (effective January 1, 2025)</b>            \$13.30 (effective January 1, 2026)</p> <p><i>TIPPED FOOD SERVICE WORKERS:</i>            \$10.00 (effective as of January 1, 2024)  <b>\$10.35 (effective January 1, 2025)</b>            \$10.70 (effective January 1, 2026)</p>
<b>Ohio</b>	\$10.45 (effective as of January 1, 2024) <b>\$10.70 (effective January 1, 2025)</b>	\$5.20 (effective as of January 1, 2024) <b>\$5.35 (effective January 1, 2025)</b>	\$5.25 (effective as of January 1, 2024) <b>\$5.35 (effective January 1, 2025)</b>

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	<p><u>Small Employers</u> (annual gross receipts of \$385,000* or less per year): \$7.25 (currently effective) <i>*Small employer threshold increases to \$394,000 on January 1, 2025.</i></p>		
<b>Rhode Island</b>	<p>\$14.00 (effective as of January 1, 2024) \$15.00 (effective January 1, 2025)</p>	<p>\$10.11 (effective as of January 1, 2024) \$11.11 (effective January 1, 2025)</p>	<p>\$3.89 (currently effective)</p>
<b>South Dakota</b>	<p>\$11.20 (effective as of January 1, 2024) \$11.50 (effective January 1, 2025)</p>	<p>\$5.60 (effective as of January 1, 2024) \$5.75 (effective January 1, 2025)</p>	<p>50% of minimum wage: \$5.60 (effective as of January 1, 2024) \$5.75 (effective January 1, 2025)</p>
<b>Vermont</b>	<p>\$13.67 (effective as of January 1, 2024) \$14.01 (effective January 1, 2025)</p>	<p>\$6.83 (effective as of January 1, 2024) \$7.00 (effective January 1, 2025)</p>	<p>50% of minimum wage: \$6.84 (effective as of January 1, 2024) \$7.01 (effective January 1, 2025)</p>
<b>Virginia</b>	<p>\$12.00 (effective as of January 1, 2023) \$12.41 (effective January 1, 2025)</p>	<p>\$9.87 (effective as of January 1, 2023) \$10.28 (effective January 1, 2025)</p>	<p>\$2.13 (currently effective)</p>
<b>Washington</b>	<p>\$16.28 (effective as of January 1, 2024) \$16.66 (effective January 1, 2025)</p> <p><b>Seattle:</b> <u>Large Employers</u> (more than 500 employees worldwide), regardless of payments toward an employee’s medical benefits: \$19.97 (effective as of January 1, 2024) \$20.76 (effective January 1, 2025)</p> <p><u>Small Employers</u> (500 or fewer employees worldwide) that <b>do not</b> contribute at least \$2.72 per hour toward an individual employee’s medical benefits or in tips: \$19.97 (effective as of January 1, 2024) \$20.76 (effective January 1, 2025)</p>	<p>Tip credit not allowed</p>	<p>Tip credit not allowed</p>

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	<p><u>Small Employers</u> (500 or fewer employees worldwide) that <b>do</b> pay at least \$2.72 per hour toward an individual employee's medical benefits or in tips:            \$17.25 (effective as of January 1, 2024)            \$20.76 (effective January 1, 2025)</p> <p><b>SeaTac:</b>  <i>Applicable only to hospitality and transportation industry employers within the city:</i>            \$19.71 (effective as of January 1, 2024)            \$20.17 (effective January 1, 2025)</p>		