

# 2025 Minimum Wage Updates

Jurisdiction	Effective Date	2025 Minimum Wage	2025 Tipped Minimum Wage
<b>Federal - Contractors</b>	1/1/2025	\$17.75	
<b>Alaska</b>	1/1/2025	\$13.00	
<b>Arizona</b>	1/1/2025	\$14.70	
*Flagstaff, AZ	1/1/2025	\$17.85	\$16.85
*Tucson, AZ	1/1/2025	\$15.00	
<b>Arkansas</b>	1/1/2024	\$11.00	
<b>California</b>	1/1/2025	\$16.50	
California (Computer Professional Employees)			
California (Fast Food Restaurant Employees)	1/1/2025	\$20.00	
*Alameda, CA	7/1/2024	\$17.00	
*Belmont, CA	1/1/2025	\$18.30	
*Berkeley, CA	1/1/2025	\$18.67	
*Burlingame, CA	1/1/2025	\$16.98	
*Cupertino, CA	1/1/2025	\$18.20	
*Daly City, CA	1/1/2025	\$17.07	
*East Palo Alto, CA	1/1/2025	\$17.45	
*El Cerrito, CA	1/1/2025	\$18.34	
*Emeryville, CA	7/1/2024	\$19.36	
*Foster City, CA (within San Mateo County)	1/1/2025	\$17.40	
*Foster City, CA (within San Mateo County)	1/1/2024		
*Fremont, CA	7/1/2024	\$17.30	
*Half Moon Bay, CA	1/1/2025	\$17.47	
*Hayward, CA (≥ 26 employees)	1/1/2025	\$17.36	
*Hayward, CA (≤ 25 employees)	1/1/2025	\$16.50	
*Los Altos, CA	1/1/2025	\$18.20	
*Los Angeles, CA (≤ 25 employees)			
*Los Angeles County	7/1/2025	\$17.27	
*Malibu, CA (≤ 25 employees)	7/1/2024	\$17.27	
*Menlo Park, CA	1/1/2025	\$16.70	
*Milpitas, CA	7/1/2024	\$17.70	
*Mountain View, CA	1/1/2025	\$19.20	
*Novato, CA (≥ 100 employees)	1/1/2025	\$17.27	
*Novato, CA (26 - 99 employees)	1/1/2025	\$17.00	
*Novato, CA (≤ 25 employees)	1/1/2025	\$16.42	
*Oakland, CA	1/1/2024	\$16.50	
*Palo Alto, CA	1/1/2025	\$18.20	
*Pasadena, CA (≤ 25 employees)	7/1/2024	\$17.50	
*Petaluma, CA (for all employees)	1/1/2025	\$17.97	
*Redwood City, CA	1/1/2025	\$17.70	
*Richmond, CA	1/1/2024	\$17.20	
*San Carlos, CA	1/1/2025	\$17.32	
*San Diego, CA	1/1/2025	\$17.25	
*San Francisco, CA	1/1/2025	\$17.70	
*San Jose, CA	1/1/2025	\$17.55	
*San Mateo, CA	1/1/2025	\$17.95	
*Santa Clara, CA	1/1/2025	\$18.20	
*Santa Monica, CA (≤ 25 employees)			
*Santa Rosa, CA (all employees)	1/1/2025	\$17.45	
*Sonoma, CA (≥ 26 employees)	1/1/2025	\$17.60	
*Sonoma, CA (≤ 25 employees)	1/1/2025	\$16.56	
*South San Francisco, CA	7/1/2025	\$18.67	
*Sunnyvale, CA	1/1/2025	\$19.00	
*West Hollywood, CA (≥ 50 employees)			
*West Hollywood, CA (≤ 49 employees)			
*West Hollywood, CA (Hotel Workers)			
<b>Colorado</b>	1/1/2025	\$14.42	\$11.40
*Denver, CO	1/1/2025	\$18.81	\$15.79
*Boulder County, CO	1/1/2025	\$16.57	
*Edgewater, CO	1/1/2025	\$16.52	

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<b>Connecticut</b>	1/1/2025	\$16.35	
<b>Delaware</b>	1/1/2025	\$15.00	
<b>Florida</b>	9/30/2025	\$14.00	
<b>Hawaii</b>			
<b>Illinois</b>	1/1/2025	\$15.00	\$9.00
*Chicago, IL (EEs under 18) working less than 650 hours per calendar year	1/1/2025	\$13.00	
*Chicago, IL (≥ 21 employees)			
*Chicago, IL (4 - 20 employees)			
<b>Maine</b>	1/1/2025	\$14.65	\$7.32
*Portland, ME	1/1/2025	\$15.00	\$7.50
*Rockland, ME	1/1/2025	\$15.00	\$7.50
<b>Maryland (all employees)</b>			
*Howard County, MD (≥ 15 employees)	1/1/2025	\$16.00	
*Howard County, MD (1-14 employees)	1/1/2025	\$14.75	
*Montgomery County, MD (≥ 51 employees)			
*Montgomery County, MD (11 - 15 employees)			
*Montgomery County, MD (≤ 10 employees)			
*Prince George's County	6/30/2025	\$17.10	
<b>Massachusetts</b>			
<b>Michigan</b>	1/1/2025	\$10.56	\$4.01
<b>Michigan</b>	2/21/2025	\$12.48	
<b>Minnesota</b>	1/1/2025	\$11.13	
*Minneapolis, MN	1/1/2025	\$15.97	
*St Paul, MN (101 - 10,000 employees)	1/1/2025	\$15.97	
*St Paul, MN (6 - 100 employees)	1/1/2025	\$14.00	
*St Paul, MN (6 - 100 employees)	7/1/2025	\$15.00	
*St Paul, MN (≤ 5 employees)	1/1/2025	\$12.25	
*St Paul, MN (≤ 5 employees)	7/1/2025	\$13.25	
<b>Missouri</b>	1/1/2025	\$12.30	\$6.15
<b>Montana</b>	1/1/2025	\$10.55	
<b>Nebraska</b>	1/1/2025	\$13.50	
<b>Nevada (all employees)</b>	7/1/2025	\$12.00	
<b>New Jersey</b>	1/1/2025	\$15.49	
<b>New Jersey (Small or Seasonal Employer)</b>	1/1/2025	\$14.53	
<b>New Jersey (Agricultural)</b>			
<b>New Mexico</b>	TBD	\$12.00	\$3.00
*Albuquerque, NM	1/1/2025	\$12.00	
*Bernalillo County, NM			
*Las Cruces, NM	1/1/2025	\$5.06	
*Santa Fe, NM	3/1/2025	\$14.60	
<b>New York- Rest of NY</b>	1/1/2025	\$15.50	
*New York City, Westchester County, Nassau County, & Suffolk County	1/1/2025	\$16.50	
<b>Ohio</b>	1/1/2025	\$10.70	
<b>Oregon</b>	7/1/2024	\$14.70	
<b>Oregon (Urban)</b>	7/1/2024	\$15.95	
<b>Oregon (Non Urban)</b>	7/1/2024	\$13.70	
<b>Pennsylvania</b>	TBD	\$7.25	\$2.83
<b>Rhode Island</b>	1/1/2025	\$15.00	\$3.89
<b>South Dakota</b>	1/1/2025	\$11.50	
<b>Vermont</b>	1/1/2025	\$14.01	
<b>Virginia</b>	1/1/2025	\$12.41	
<b>Washington (all employees)</b>	1/1/2025	\$16.66	
<b>Washington (≥ 51 employees)</b>			
<b>Washington (≤ 50 employees)</b>			
*SeaTac, WA	1/1/2025	\$20.17	
*Seattle, WA	1/1/2025	\$20.76	
*Bellingham, WA	5/1/2025	\$18.66	
<b>West Virginia</b>	TBD	\$8.75	\$2.63
<b>District of Columbia</b>	7/1/2024	\$17.50	\$10.00
<b>Puerto Rico</b>	7/1/2025	\$10.50	\$2.13
<b>Virgin Islands</b>	TBD	\$10.50	\$4.20
<b>Guam</b>	TBD	\$9.25	