

2025 Minimum Wage & Salary Threshold

Jurisdiction	Effective Date	2025 Minimum Wage	2025 Tipped Minimum Wage	2025 Annual Salary Threshold For Exemption	2025 Weekly Salary Threshold For Exemption
Federal - Contractors	1/1/2025	\$13.30			
Federal - Executive, Administrative, Professional Exemption				\$35,568.00	\$684.00
Federal - Highly Compensated				\$107,432.00	
Alabama	N/A	\$7.25	\$2.13	Follows Federal	Follows Federal
Alaska	7/1/2025	\$13.00			
Arizona	1/1/2025	\$14.70	\$11.70	Follows Federal	Follows Federal
*Flagstaff, AZ	1/1/2025	\$17.85	\$16.85		
*Tucson, AZ	1/1/2025	\$15.00			
Arkansas	1/1/2021	\$11.00	\$2.63	Follows Federal	Follows Federal
California	1/1/2025	\$16.50		\$68,640.00	\$1,320.00
California (Computer Professional Employees)	1/1/2025	\$56.97		\$118,657.43	\$9,888.13 (monthly)
California (Fast Food Restaurant Employees)	1/1/2025	\$20.00			
California (Health Care Employees - Clinics	7/1/2025	\$25.00			
California (Health Care Employees - Other	7/1/2025	\$21.00			
*Alameda, CA	7/1/2025	\$17.46			
*Belmont, CA	1/1/2025	\$18.30			
*Berkeley, CA	7/1/2025	\$19.18			
*Burlingame, CA	1/1/2025	\$17.43			
*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	7/1/2025	\$19.90			
*Foster City, CA (within San Mateo County)	1/1/2025	\$17.39			
*Fremont, CA	7/1/2025	\$17.75			
*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 County	7/1/2025	\$17.81			
*Malibu, CA (≤ 25 employees)	7/1/2024	\$17.27			
*Menlo Park, CA	1/1/2025	\$17.10			
*Milpitas, CA	7/1/2025	\$18.20			
*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	1/1/2025	\$16.89			
*Palo Alto, CA	1/1/2025	\$18.20			
*Pasadena, CA	7/1/2025	\$18.04			
*Petaluma, CA	1/1/2025	\$17.97			
*Redwood City, CA	1/1/2025	\$18.20			
*Richmond, CA	1/1/2025	\$17.77			
*San Carlos, CA	1/1/2025	\$17.32			
*San Diego, CA	1/1/2025	\$17.25			
*San Francisco, CA	7/1/2025	\$19.18			
*San Jose, CA	1/1/2025	\$17.95			
*San Mateo, CA	1/1/2025	\$17.95			
*Santa Clara, CA	1/1/2025	\$18.20			
*Santa Monica, CA (≤ 25 employees)	7/1/2025	\$17.81			
*Santa Monica, CA (hotel employees)	7/1/2025	\$22.50			
*Santa Rosa, CA (all employees	1/1/2025	\$17.87			
*Sonoma, CA (≥ 26 employees)	1/1/2025	\$18.02			
*Sonoma, CA (≤ 25 employees)	1/1/2025	\$16.96			
*South San Francisco, CA	1/1/2025	\$17.70			
*SunnyVale, CA	1/1/2025	\$19.00			
*West Hollywood, CA	1/1/2025	\$19.65			
*West Hollywood, CA (Hotel Workers)	7/1/2025	\$20.22			
Colorado	1/1/2025	\$14.81	\$11.79	\$55,000.00	\$1,057.69
HCE (Highly Compensated Employees)				\$123,750.00	
*Denver, CO	1/1/2025	\$18.81	\$15.79		
*Boulder County, CO	1/1/2025	\$16.57	\$13.55		
*Edgewater, CO	1/1/2025	\$16.52	\$13.50		
Connecticut	1/1/2025	\$16.35	\$6.38	Follows Federal	Follows Federal
Delaware	1/1/2025	\$15.00	\$2.23	Follows Federal	Follows Federal
Florida	9/30/2024	\$13.00	\$9.98	Follows Federal	Follows Federal
Florida	9/30/2025	\$14.00	\$10.98		
Georgia	N/A	\$7.25	\$2.13		
Hawaii	1/1/2024	\$14.00	\$12.75	Follows Federal	Follows Federal
Idaho	N/A	\$7.25	\$3.35		
Illinois	1/1/2025	\$15.00	\$9.00	Follows Federal	Follows Federal
*Chicago, IL (EEs under 18) working less than 650 hours per calendar year	1/1/2025	\$13.00			
*Chicago, IL (≥ 4 employees)	7/1/2025	\$16.60	\$12.62		
Indiana	N/A	\$7.25	\$2.13	Follows Federal	Follows Federal

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Iowa	N/A	\$7.25	\$4.35	Follows Federal	Follows Federal
Kansas	N/A	\$7.25	\$2.13	Follows Federal	Follows Federal
Kentucky	N/A	\$7.25	\$2.13	Follows Federal	Follows Federal
Louisiana	N/A	\$7.25	\$2.13	Follows Federal	Follows Federal
Maine	1/1/2025	\$14.65	\$7.33	\$42,450.20	\$816.35
*Portland, ME	1/1/2025	\$15.50	\$7.75		
*Rockland, ME	1/1/2025	\$15.50	\$7.75		
Maryland (all employees)	1/1/2024	\$15.00	\$3.63	Follows Federal	Follows Federal
*Howard County, MD (≥ 15 employees)	1/1/2025	\$16.00			
*Howard County, MD (1-14 employees)	1/1/2024	\$15.50			
*Montgomery County, MD (≥ 51 employees)	7/1/2025	\$17.65			
*Montgomery County, MD (11 - 50 employees)	7/1/2025	\$16.00			
*Montgomery County, MD (≤ 10 employees)	7/1/2025	\$15.50			
*Prince George’s County	7/1/2024	\$17.10			
Massachusetts	1/1/2023	\$15.00	\$6.75	Follows Federal	Follows Federal
Michigan	2/21/2025	\$12.48	\$5.99	Follows Federal	Follows Federal
Minnesota	1/1/2025	\$11.13		Follows Federal	Follows Federal
*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)	7/1/2025	\$15.00			
*St Paul, MN (≤ 5 employees)	7/1/2025	\$13.25			
Mississippi	N/A	\$7.25	\$2.13	Follows Federal	Follows Federal
Missouri	1/1/2025	\$13.75	\$6.88	Follows Federal	Follows Federal
Montana	1/1/2025	\$10.55		Follows Federal	Follows Federal
Nebraska	1/1/2025	\$13.50	\$2.13	Follows Federal	Follows Federal
Nevada (all employees)	7/1/2024	\$12.00		Follows Federal	Follows Federal
New Hampshire	N/A	\$7.25	\$3.27	Follows Federal	Follows Federal
New Jersey	1/1/2025	\$15.49	\$5.62	Follows Federal	Follows Federal
New Jersey (Small or Seasonal Employer)	1/1/2025	\$14.53			
New Jersey (Agricultural)	1/1/2025	\$13.40		Follows Federal	Follows Federal
New Jersey (Long Term Care Staff)	1/1/2025	\$18.49			
New Mexico		\$12.00	\$3.00	Follows Federal	Follows Federal
*Albuquerque, NM	1/1/2025	\$12.00			
*Bernalillo County, NM					
*Las Cruces, NM	1/1/2025	\$5.06			
*Santa Fe, NM	3/1/2024	\$14.60	\$4.38		
New York - Rest of NY	1/1/2025	\$15.50	\$10.35		
*Nassau, Suffolk & Westchester Counties, NYC	1/1/2025	\$16.50	\$11.00		
*New York City and Nassau, Suffolk, and Westchester counties – Administrative and Executive Exemption	1/1/2025			\$64,350.00	\$1,237.50
*Remainder of the state – Administrative and Executive Exemption	1/1/2025			\$60,405.80	\$1,161.65
*New York – Professional Exemption				Follows Federal	Follows Federal
North Carolina	N/A	\$7.25	\$2.13	Follows Federal	Follows Federal
North Dakota	N/A	\$7.25	\$4.86	Follows Federal	Follows Federal
Ohio	1/1/2025	\$10.70	\$5.35	Follows Federal	Follows Federal
Oklahoma	N/A	\$7.25	\$3.63	Follows Federal	Follows Federal
Oregon	7/1/2025	\$15.05		Follows Federal	Follows Federal
Oregon (Urban)	7/1/2025	\$16.30		Follows Federal	Follows Federal
Oregon (Non Urban)	7/1/2025	\$14.05		Follows Federal	Follows Federal
Pennsylvania	N/A	\$7.25	\$2.83	Follows Federal	Follows Federal
Rhode Island	1/1/2025	\$15.00	\$3.89	Follows Federal	Follows Federal
South Carolina	N/A	\$7.25	\$2.13	Follows Federal	Follows Federal
South Dakota	1/1/2025	\$11.50	\$5.75	Follows Federal	Follows Federal
Tennessee	N/A	\$7.25	\$2.13	Follows Federal	Follows Federal
Texas	N/A	\$7.25	\$2.13	Follows Federal	Follows Federal
Utah	N/A	\$7.25	\$2.13	Follows Federal	Follows Federal
Vermont	1/1/2025	\$14.01	\$7.01	Follows Federal	Follows Federal
Virginia	1/1/2025	\$12.41	\$2.13	Follows Federal	Follows Federal
Washington (all employees)	1/1/2025	\$16.66			
Washington (≥ 51 employees)	1/1/2025			\$77,968.80	\$1,499.40
Washington (≤ 50 employees)	1/1/2025			\$69,305.60	\$1,332.80
Washington - Exempt Computer Professionals	1/1/2025	\$58.31			
*SeaTac, WA	1/1/2025	\$20.17			
*Seattle, WA	1/1/2025	\$20.76			
*Bellingham, WA	1/1/2025	\$17.66			
*Bellingham, WA	5/1/2025	\$18.66			
West Virginia	1/1/2025	\$11.00	\$2.62	Follows Federal	Follows Federal
Wisconsin	N/A	\$7.25	\$2.33	Follows Federal	Follows Federal
Wyoming	N/A	\$7.25	\$2.13	Follows Federal	Follows Federal
District of Columbia	7/1/2025	\$17.95	\$12.00		
Puerto Rico	7/1/2024	\$10.50	\$2.13	Follows Federal	Follows Federal
Virgin Islands	6/1/2018	\$10.50	\$4.20	Follows Federal	Follows Federal
Guam	9/1/2021	\$9.25			