

Agency	Minimum Wage	Tipped Minimum Wage	Effective Date	Notes
Federal	\$7.25	\$2.13		
Alabama	\$7.25	\$2.13	1/1/2025	
Alaska	\$11.91	\$ 11.91	1/1/2025	
Arizona	\$14.70	\$11.70	1/1/2025	
Arkansas	\$11.00	\$2.63	1/1/2024	
California	\$16.50	\$16.50	1/1/2025	<b>Effective 1/1/2025:</b> The minimum wage for California is \$16.50 regardless of employer size. <b>Effective 4/1/2024:</b> The minimum wage for fast food workers will be \$20.00.
Colorado	\$14.81	\$11.79	1/1/2025	
Connecticut	\$16.35	\$6.38/\$8.23	1/1/2025	<b>Effective 1/1/25:</b> the standard rate is \$16.35. <b>Effective 6/1/23:</b> the minimum wage for waitstaff is \$6.38. The minimum wage for bartenders is \$8.23.
Delaware	\$15.00	\$2.23	1/1/2025	
District of Columbia	\$17.50	\$10.00	7/1/2024	<b>Effective 7/1/2024:</b> the standard rate is \$17.50 and tipped is \$10.00.
Florida	\$13/\$14	\$9.98/\$10.98	9/30/2024	<b>Effective 9/30/24:</b> standard rate is \$13.00 and Tipped is \$9.98. <b>Effective 9/30/25:</b> standard rate is \$14.00 and Tipped is \$10.98.
Georgia	\$7.25/\$5.15	\$2.13	1/1/2025	For employees NOT subject to the Fair Labor Standards Act (FLSA), the minimum wage is \$5.15.
Hawaii	\$14.00	\$12.75	1/1/2024	
Idaho	\$7.25	\$3.35	1/1/2025	
Illinois	\$15.00	\$9.00	1/1/2025	
Indiana	\$7.25	\$2.13	1/1/2025	
Iowa	\$7.25	\$4.35	1/1/2025	
Kansas	\$7.25	\$2.13	1/1/2025	
Kentucky	\$7.25	\$2.13	1/1/2025	
Louisiana	\$7.25	\$2.13	1/1/2025	
Maine	\$14.65	\$7.33	1/1/2025	
Maryland	\$15.00	\$3.63	1/1/2024	<b>Effective 1/1/2024:</b> The minimum wage for Maryland is \$15.00 regardless of employer size.
Massachusetts	\$15.00	\$6.75	1/1/2023	
Michigan	\$10.56/\$12.48	\$4.01/\$5.99	1/1/2025	<b>Effective 1/1/25:</b> standard rate is \$10.56 and Tipped is \$4.01. <b>Effective 2/21/25:</b> standard rate is \$12.48 and Tipped is \$5.99.
Minnesota	\$11.13	\$11.13	1/1/2025	
Mississippi	\$7.25	\$2.13	1/1/2025	
Missouri	\$13.75	\$6.875	1/1/2025	
Montana	\$10.55	\$10.55	1/1/2025	Employers not covered by the Fair Labor Standards Act whose gross annual sales are \$110,000 or less have a minimum wage of \$4.00.
Nebraska	\$13.50	\$2.13	1/1/2025	

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Nevada	\$12.00	\$12.00	7/1/2024	<b>*July. 1, 2024:</b> Nevada Ballot eliminates two-tier minimum wage. Min Wage for all employers is \$12.00.
New Hampshire	\$7.25	\$3.27	1/1/2025	
New Jersey	\$15.49	\$5.62	1/1/2025	Employers with less than 6 employees or are Seasonal have a minimum wage of \$14.53.
New Mexico	\$12.00	\$3.00	1/1/2023	
New York	\$15.50	\$10.35	1/1/2025	NY minimum wages shown do NOT apply to fast food workers, NYC, Long Island, Westchester or Suffolk county. Minimum wage and tipped minimum wage varies by industry or location. Additional industry and regional-specific minimum wage information is available at <a href="https://www.labor.ny.gov/workerprotection/laborstandards/workprot/minwage.shtm">https://www.labor.ny.gov/workerprotection/laborstandards/workprot/minwage.shtm</a>
North Carolina	\$7.25	\$2.13	1/1/2025	
North Dakota	\$7.25	\$4.86	1/1/2025	
Ohio	\$10.70/\$7.25	\$5.35	1/1/2025	Employers with annual gross receipts of more than \$394,000 will have a minimum wage of \$10.70. Employers with annual gross receipts of up to \$394,000 will have a minimum wage of \$7.25.
Oklahoma	\$7.25	\$2.13	1/1/2025	
Oregon	\$14.70	\$14.70	7/1/2024	<b>Effective 7/1/2024:</b> standard rate is \$14.70.
Pennsylvania	\$7.25	\$2.83	1/1/2025	
Rhode Island	\$15.00	\$3.89	1/1/2025	
South Carolina	\$7.25	\$2.13	1/1/2025	
South Dakota	\$11.50	\$5.75	1/1/2025	
Tennessee	\$7.25	\$2.13	1/1/2025	
Texas	\$7.25	\$2.13	1/1/2025	
Utah	\$7.25	\$2.13	1/1/2025	
Vermont	\$14.01	\$7.01	1/1/2025	
Virginia	\$12.41	\$2.13	1/1/2025	
Washington	\$16.66	\$16.66	1/1/2025	
West Virginia	\$8.75	\$2.62	7/1/2024	
Wisconsin	\$7.25	\$2.33	1/1/2025	
Wyoming	\$7.25/\$5.15	\$2.13	1/1/2025	For employees NOT subject to the Fair Labor Standards Act (FLSA), the minimum wage is \$5.15.

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<phone>
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Please be aware that there may be additional updates and changes to these rates throughout the year. Employers remain responsible for determining whether their wages are in compliance with federal and state labor laws. For legal advice, or other assistance, a labor attorney, CPA or tax advisor should be consulted.