

2025 Federal, State, and Local Minimum Wage and Tip Credit Chart



TEAL FONT denotes information updated in this version.

State	Location specifics	Current minimum wage	Future minimum wage	Future effective date	Current maximum tip credit	Current minimum cash wage	Notes
FEDERAL	N/A	\$7.25	TBD		\$5.12	\$2.13	<p>Federal contractors must pay a higher minimum wage and respective tipped wage (see below).</p> <p>The Fair Labor Standards Act (FLSA) provides an exemption from minimum wage and overtime pay requirements for certain employees. To qualify for the exemption, employees generally must meet certain tests regarding salary thresholds and job duties.</p>
FEDERAL (Contractors)	N/A	See notes	TBD	TBD	See notes	See notes	<p>Most federal contracts that were entered into, renewed, or extended on or after January 30, 2022, were subject to an hourly minimum wage required by Executive Order (EO) 14026. This minimum wage rate applied to both nontipped and tipped employees.</p> <p>In March 2025, the new administration issued an executive order revoking EO 14026. According to the U.S. Department of Labor's (DOL's) website, "the [DOL] is no longer enforcing Executive Order 14026 or the implementing rule (29 CFR part 23) and will take steps, including rescinding 29 CFR part 23, to implement and effectuate the revocation of Executive Order 14026."</p> <p>The DOL has not yet clarified what the minimum wage currently is for federal contractors.</p> <p>A lower wage applies to hours worked on contracts covered by EO 13658 (i.e., the current minimum wage of \$13.30 per hour). EO 13658 also includes a separate minimum hourly cash wage for tipped employees (currently \$9.30).</p>

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Alabama	Statewide	None	None		None	None	Alabama does not have a minimum wage provision; however, most employers covered by the FLSA must pay non-exempt employees at least the applicable federal minimum wage rates.
Alaska	Statewide	\$13.00	\$14.00	7/1/2026	N/A	N/A	<p>Annual adjustments based on inflation will occur.</p> <p>In November 2024, Alaska voters approved phased increases to the state's minimum wage as follows:</p> <ul style="list-style-type: none"> • \$13.00, effective July 1, 2025; • \$14.00, effective July 1, 2026; and • \$15.00, effective July 1, 2027. <p>After that, the minimum wage will be adjusted annually for inflation.</p> <p>Alaska is one of the few states that has an exemption from overtime pay requirements for certain employees that differs from the federal FLSA exemption. Minimum salary thresholds for overtime pay exemptions are indexed to the state minimum wage.</p>
American Samoa	Territory	Varies by Industry	Varies by Industry	9/30/2027	Varies by Industry	\$2.13	American Samoa minimum wage rates vary by industry and will increase by \$0.40 every three years (2021, 2024, 2027, etc.) on September 30 until the generally applicable U.S. federal minimum wage is reached.
Arizona	Statewide	\$14.70	\$15.15	1/1/2026	\$3.00	\$11.70 (\$12.15 eff. 1/1/26)	The minimum wage will increase annually based on the cost-of-living increase, rounded to the nearest \$0.05.

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Arizona	Tucson	\$15.00	\$15.45	1/1/2026	\$3.00	\$12.00 (\$12.45 eff. 1/1/26)	Tucson voters approved a ballot measure raising the city's hourly minimum wage incrementally each year, reaching \$15.00 effective January 1, 2025. After that point, the wage will be annually adjusted for inflation.
Arkansas	Statewide	\$11.00	TBD		\$8.37	\$2.63	The minimum wage does not apply to employers with fewer than 4 employees.
California	Statewide	\$16.50	\$16.90	1/1/2026	N/A	N/A	<p>California has an hourly minimum wage for certain fast food restaurant employees.</p> <p>California has an hourly minimum wage for certain health care workers.</p> <p>Hotels are often subject to higher local wage requirements.</p> <p>Creditor garnishments use the State Minimum Wage in the calculation of the amounts allowed.</p> <p>California is one of the few states that has an exemption from overtime pay requirements for certain employees that differs from the federal FLSA exemption. Minimum salary thresholds for overtime pay exemptions are indexed to the state minimum wage.</p>
California	Alameda	\$17.46	TBD	7/1/2026	N/A	N/A	<p>The minimum wage will increase annually based on the cost-of-living increase.</p> <p>Creditor garnishments use the Local Minimum Wage in the calculation of the amounts allowed.</p>
California	Belmont	\$18.30	\$18.95	1/1/2026	N/A	N/A	Creditor garnishments use the Local Minimum Wage in the calculation of the amounts allowed.
California	Berkeley	\$19.18	TBD	7/1/2026	N/A	N/A	Creditor garnishments use the Local Minimum Wage in the calculation of the amounts allowed.

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California	Cupertino	\$18.20	\$18.70	1/1/2026	N/A	N/A	Creditor garnishments use the Local Minimum Wage in the calculation of the amounts allowed.
California	Daly City	\$17.07	\$17.50	1/1/2026	N/A	N/A	Creditor garnishments use the Local Minimum Wage in the calculation of the amounts allowed.
California	El Cerrito	\$18.34	\$18.82	1/1/2026	N/A	N/A	Creditor garnishments use the Local Minimum Wage in the calculation of the amounts allowed.
California	Emeryville	\$19.90	TBD	7/1/2026	N/A	N/A	Creditor garnishments use the Local Minimum Wage in the calculation of the amounts allowed.
California	Fremont	\$17.75	TBD	7/1/2026	N/A	N/A	Creditor garnishments use the Local Minimum Wage in the calculation of the amounts allowed.
California	Hayward	\$17.36	\$17.79	1/1/2026	N/A	N/A	Employers with 25 or fewer employees could pay a lower rate until January 1, 2024. From January 1, 2024, the state rate will prevail for small businesses. Large businesses will adjust annually to account for the CPI increase. Creditor garnishments use the Local Minimum Wage in the calculation of the amounts allowed.
California	Los Altos	\$18.20	\$18.70	1/1/2026	N/A	N/A	Creditor garnishments use the Local Minimum Wage in the calculation of the amounts allowed.
California	Los Angeles (City)	\$17.87	TBD	7/1/2026	N/A	N/A	Alternate rates apply to certain hotel employers. Creditor garnishments use the Local Minimum Wage in the calculation of the amounts allowed.
California	Los Angeles County	\$17.81	TBD	7/1/2026	N/A	N/A	Creditor garnishments use the Local Minimum Wage in the calculation of the amounts allowed.
California	Malibu	\$17.27	TBD	7/1/2026	N/A	N/A	Creditor garnishments use the Local Minimum Wage in the calculation of the amounts allowed.
California	Milpitas	\$18.20	TBD	7/1/2026	N/A	N/A	Creditor garnishments use the Local Minimum Wage in the calculation of the amounts allowed.

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California	Mountain View	\$19.20	\$19.70	1/1/2026	N/A	N/A	Creditor garnishments use the Local Minimum Wage in the calculation of the amounts allowed.
California	Oakland	\$16.89	TBD	1/1/2026	N/A	N/A	Higher wage limits apply to certain hospitality workers. Creditor garnishments use the Local Minimum Wage in the calculation of the amounts allowed.
California	Palo Alto	\$18.20	\$18.70	1/1/2026	N/A	N/A	Creditor garnishments use the Local Minimum Wage in the calculation of the amounts allowed.
California	Pasadena	\$18.04	TBD	7/1/2026	N/A	N/A	Creditor garnishments use the Local Minimum Wage in the calculation of the amounts allowed.
California	Redwood City	\$18.20	\$18.65	1/1/2026	N/A	N/A	Creditor garnishments use the Local Minimum Wage in the calculation of the amounts allowed.
California	Richmond	\$17.77	\$19.18	1/1/2026	N/A	N/A	A lower minimum wage applies to employers who provide certain benefits. Creditor garnishments use the Local Minimum Wage in the calculation of the amounts allowed.
California	San Diego	\$17.25	\$17.75	1/1/2026	N/A	N/A	Creditor garnishments use the Local Minimum Wage in the calculation of the amounts allowed.
California	San Francisco, City and County of	\$19.18	TBD	7/1/2026	N/A	N/A	Creditor garnishments use the Local Minimum Wage in the calculation of the amounts allowed.
California	San Jose	\$17.95	\$18.45	1/1/2026	N/A	N/A	Creditor garnishments use the Local Minimum Wage in the calculation of the amounts allowed.
California	San Leandro	State Rate			N/A	N/A	As of January 1, 2023, the hourly minimum wage in the City of San Leandro is determined by the state rate.
California	San Mateo City	\$17.95	\$18.60	1/1/2026	N/A	N/A	Creditor garnishments use the Local Minimum Wage in the calculation of the amounts allowed.

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California	San Mateo County	\$17.46	\$17.95	1/1/2026	N/A	N/A	Creditor garnishments use the Local Minimum Wage in the calculation of the amounts allowed.
California	Santa Clara	\$18.20	\$18.70	1/1/2026	N/A	N/A	Creditor garnishments use the Local Minimum Wage in the calculation of the amounts allowed.
California	Santa Monica	\$17.81	TBD	7/1/2026	N/A	N/A	Alternate rates apply to certain hotel employers. Creditor garnishments use the Local Minimum Wage in the calculation of the amounts allowed.
California	Santa Rosa	\$17.87	\$18.21	1/1/2026	N/A	N/A	The minimum wage will increase annually based on the cost-of-living increase. Creditor garnishments use the State Minimum Wage in the calculation of the amounts allowed.
California	Sunnyvale	\$19.00	\$19.50	1/1/2026	N/A	N/A	Creditor garnishments use the Local Minimum Wage in the calculation of the amounts allowed.
Colorado	Statewide	\$14.81	\$15.16	1/1/2026	\$3.02	\$11.79 (\$12.14 eff. 1/1/26)	Creditor garnishments use the State Minimum Wage in the calculation of the amounts allowed. Colorado is one of the few states that has an exemption from overtime pay requirements for certain employees that differs from the federal FLSA exemption. Minimum salary thresholds for overtime pay exemptions are indexed to the state minimum wage.

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Colorado	Boulder (City)	\$15.57	\$16.82	1/1/2026	\$3.02	\$12.55 (\$13.80 eff. 1/1/26)	<p>In November 2024, the Boulder City Council approved an ordinance establishing a city minimum wage as follows:</p> <ul style="list-style-type: none"> • \$15.57, effective January 1, 2025; • \$16.82, effective January 1, 2026; and • \$18.17, effective January 1, 2027. <p>After that, the minimum wage will be adjusted annually based on the Consumer Price Index (CPI).</p>
Colorado	Boulder County	\$16.57	\$16.82	1/1/2026	\$3.02	\$13.55 (\$13.80 eff. 1/1/26)	<p>The minimum wage only applies to the unincorporated parts of the county.</p> <p>In November 2025, Boulder County approved an ordinance revising its minimum wage as follows:</p> <ul style="list-style-type: none"> • Beginning January 1, 2026: \$16.82 per hour; and • Beginning January 1, 2027, and on January 1 of each subsequent calendar year: a wage rate based on the Consumer Price Index (CPI).
Colorado	Denver	\$18.81	\$19.29	1/1/2026	\$3.02	\$15.79 (\$16.27 eff. 1/1/26)	<p>The wage will increase annually based on the Consumer Price Index (CPI). Certain youth workers may be paid up to 15% less than the applicable minimum wage.</p>
Connecticut	Statewide	\$16.35	\$16.94	1/1/2026	\$9.97 [wait staff]; \$8.12 [bartender] (\$10.56 [wait staff]; \$8.71 [bartender] eff. 1/1/26)	\$6.38 [wait staff]; \$8.23 [bartender]	<p>Annual increases will be based on the federal employment cost index.</p> <p>Creditor garnishments and state tax levies use the State Minimum Wage in the calculation of the amounts allowed.</p>

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Delaware	Statewide	\$15.00	TBD	TBD	\$12.77	\$2.23	Delaware's minimum wage increased annually until it reached \$15 on January 1, 2025.
District of Columbia	District	\$17.95	TBD	7/1/2026	\$7.95	\$10.00	<p>Higher wage rates apply to workers employed by airlines, concessionaires, and other businesses in Reagan National and Dulles International airports.</p> <p>Higher wage rates may also apply to certain other workers (e.g., security officers).</p> <p>In November 2022, voters approved Initiative 82, which will gradually phase out the tipped minimum wage by 2027. In January 2023, the D.C. Council passed an emergency measure to postpone the initial effective date of Initiative 82's proposed schedule from January 1, 2023, to May 1, 2023.</p> <p>In June 2025, the District passed an emergency measure that pauses the increase to the tipped minimum wage from \$10.00 to \$12.00, which was set to be effective on July 1, 2025.</p>
Florida	Statewide	\$14.00	\$15.00	9/30/2026	\$3.02	\$10.98 (\$11.98 eff. 9/30/26)	<p>Effective September 30, 2021, the minimum wage increased to \$10 per hour, with annual increases each September 30, until the wage reaches \$15.00 in 2026. On September 30, 2027, and each subsequent September 30, the wage will adjust based on the CPI.</p> <p>Alternate rates apply to certain Medicaid providers.</p>
Georgia	Statewide	\$5.15	None		\$5.12	\$2.13	Georgia's minimum wage rate is lower than the federal minimum wage; however, most employers covered by the FLSA must pay non-exempt employees at least the applicable federal minimum wage rates.
Guam	Territory	\$9.25	TBD		N/A	N/A	

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Hawaii	Statewide	\$14.00	\$16.00	1/1/2026	\$1.25	\$12.75	Effective October 1, 2022, the minimum wage will increase to \$12 per hour, with biennial increases each January 1 until the wage reaches \$18 on January 1, 2028. The state's tip credit will also rise incrementally until it reaches \$1.50 on January 1, 2028.
					(\$1.25 eff. 1/1/26)	(\$14.75 eff. 1/1/26)	
Idaho	Statewide	\$7.25	None		\$3.90	\$3.35	
Illinois	Statewide	\$15.00	TBD	1/1/2026	\$6.00	\$9.00	New employees (first 90 days) over the age of 18 may be paid up to 50 cents less per hour, and youths (under 18) working fewer than 650 hours in a calendar year have a lower minimum wage rate. Creditor garnishments, state tax levies, and voluntary wage assignments use the State Minimum Wage in the calculation of the amounts allowed.
					(TBD eff. 1/1/26)	(TBD eff. 1/1/26)	
Illinois	Chicago	\$16.60	TBD	7/1/2026	\$3.98	\$12.62	Lower minimum wages are permissible for certain minor employees and participants in subsidized employment programs. Beginning July 1, 2024, the lower minimum wage for tipped workers will begin to phase out until it is eliminated on July 1, 2028.
Illinois	Cook County	\$15.00	TBD	7/1/2026	\$6.00	\$9.00	Lower minimum wages are permissible for certain minor employees.
					(TBD eff. 7/1/26)	(TBD eff. 7/1/26)	
Indiana	Statewide	\$7.25	None		\$5.12	\$2.13	
Iowa	Statewide	\$7.25	None		\$2.90	\$4.35	
Kansas	Statewide	\$7.25	None		\$5.12	\$2.13	
Kentucky	Statewide	\$7.25	None		\$5.12	\$2.13	

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Louisiana	Statewide	None	None		None	None	Louisiana does not have a minimum wage provision; however, most employers covered by the FLSA must pay non-exempt employees at least the applicable federal minimum wage rates.
Maine	Statewide	\$14.65	\$15.10	1/1/2026	\$7.32 (\$7.55 eff. 1/1/26)	\$7.33 (\$7.55 1/1/26)	<p>The minimum wage is adjusted annually based on the increase in the cost of living.</p> <p>Maine is one of the few states that has an exemption from overtime pay requirements for certain employees that differs from the federal FLSA exemption. Minimum salary thresholds for overtime pay exemptions are also indexed to the state minimum wage.</p> <p>Creditor garnishments use the state minimum wage in the calculation of the amounts allowed.</p>
Maine	Portland	\$15.50	\$16.75	1/1/2026	\$7.75 (\$8.37 eff. 1/1/26)	\$7.75 (\$8.38 eff. 1/1/26)	<p>In November 2025, Portland voters approved a ballot measure raising the city's hourly minimum as follows:</p> <ul style="list-style-type: none"> \$16.75, effective January 1, 2026; \$17.75, effective January 1, 2027; and \$19.00, effective January 1, 2028. <p>After that, the minimum wage will adjust annually by the increase in the cost of living.</p> <p>Work performed during a declared emergency is entitled to a premium rate of 1.5 times the regular minimum wage rate.</p>
Maryland	Statewide	\$15.00	TBD	TBD	\$11.37	\$3.63	Employers with 14 or fewer employees may pay lower minimum wages. Higher wage rates apply to workers employed by airlines, concessionaires, and other businesses in Reagan National and Dulles International airports.

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Maryland	Howard County	\$16.00	TBD	TBD	\$12.37	\$3.63	Different rates apply to small employers, employers providing "home health services," food service facilities, and government employers.
Maryland	Montgomery County	\$17.65	TBD	7/1/2026	\$13.65 (TBD eff. 7/1/26)	\$4.00	Small and mid-size businesses and certain tax-exempt, home health, and community-based service providers may pay a lower minimum wage.
Maryland	Prince George's County	State Rate	TBD	1/1/2026	State Rate	State Rate	As of January 1, 2021, the state minimum wage applies. Starting January 1, 2026, Prince George's County will index its minimum wage to the Consumer Price Index (CPI).
Massachusetts	Statewide	\$15.00	TBD	TBD	\$8.25	\$6.75	Creditor garnishments use the State Minimum Wage in the calculation of the amounts allowed.
Michigan	Statewide	\$12.48	\$13.73	1/1/2026	\$7.74 ((\$8.24 eff. 1/1/26)	\$4.74 ((\$5.49 eff. 1/1/26)	In a July 2024 ruling, the Michigan Supreme Court ordered a modified annual schedule for minimum wage hikes and a phase-out of the tip credit to start in February 2025. A new law (Senate Bill 8) made subsequent changes to the court's schedule, including slowly increasing the tipped minimum hourly wage (instead of eliminating the tip credit completely). Beginning January 1, 2026, minimum wage adjustments will happen on January 1 each year. Lower minimum wages are permissible for certain minor employees.

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Minnesota	Statewide	\$11.13	\$11.41	1/1/2026	N/A	N/A	<p>Before January 1, 2025, certain "small employers" were allowed to pay a lower minimum wage. However, beginning January 1, 2025, the minimum wage no longer differentiates between large and small employers. Additionally, there will no longer be a youth wage.</p> <p>There is a 90-day training wage (under 20 years of age).</p> <p>The minimum wage rate is adjusted annually.</p>
Minnesota	Minneapolis	\$15.97	\$16.37	1/1/2026	N/A	N/A	<p>Effective July 1, 2024, the minimum wage will no longer differentiate between large and small employers.</p> <p>Annual increases will occur every January 1 to account for inflation.</p>
Minnesota	St. Paul	\$15.97	\$16.37	1/1/2026	N/A	N/A	<p>The listed wage rate applies to "macro businesses" (10,001+ employees) and large businesses (101-10,000 employees).</p> <p>Small businesses (6-100 employees) and micro businesses (5 or fewer employees) may pay lower wages.</p>
Mississippi	Statewide	None	None		None	None	<p>Mississippi does not have a minimum wage provision; however, most employers covered by the FLSA must pay non-exempt employees at least the applicable federal minimum wage rates.</p>

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Missouri	Statewide	\$13.75	\$15.00	1/1/2026	\$6.87 (\$7.50 eff. 1/1/26)	\$6.88 [50% of min wage] (\$7.50 eff. 1/1/26)	In November 2024, Missouri voters approved an increase to the state's minimum wage. A minimum wage of \$13.75 per hour will take effect on January 1, 2025, and a minimum wage of \$15.00 per hour will take effect on January 1, 2026. Subsequent legislation revised the minimum wage update schedule to remove the cost-of-living increases following 2026.
Montana	Statewide	\$10.55	\$10.85	1/1/2026	N/A	N/A	Employers in Montana with annual gross sales of \$110,000 or less may be able to pay employees a lower minimum wage rate. The minimum wage is adjusted every year based on cost of living.
Nebraska	Statewide	\$13.50	\$15.00	1/1/2026	\$11.37 (\$12.87 eff. 1/1/26)	\$2.13	Lower minimum wage rates may apply to certain new employees younger than 20 (training wages) and student-learners. In November 2022, Nebraska voters approved a ballot initiative that will raise the state's hourly minimum wage through yearly increases until the minimum wage reaches \$15.00 per hour on January 1, 2026. After that, the minimum wage will be adjusted annually to account for increases in the cost of living.
Nevada	Statewide	\$12.00	TBD	TBD	N/A	N/A	Before July 1, 2024, employers who offered qualified health benefits to their employees were allowed to pay a lower minimum wage. However, in November 2022, Nevada voters approved a ballot initiative to eliminate the two-tier minimum wage system, effective July 1, 2024.
New Hampshire	Statewide	\$7.25	None		\$3.98	\$3.27	
New Jersey	Statewide	\$15.49	\$15.92	1/1/2026	\$9.87	\$5.62 (\$6.05 eff. 1/1/26)	Small employers (fewer than 6 employees) and seasonal employers may pay lower wages. Certain direct-care workers must receive at least the state minimum wage plus an additional \$3.00 per hour.

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New Mexico	Statewide	\$12.00	TBD	TBD	\$9.00	\$3.00	Some New Mexico local minimum wage and minimum cash wage/tip credit rates are superseded by higher state wages.
New Mexico	Albuquerque	State Rate	TBD	TBD	\$4.80	\$7.20	Some New Mexico local minimum wage and minimum cash wage/tip credit rates are superseded by higher state wages. Employers who offer qualified healthcare and/or childcare benefits may sometimes pay a lower minimum wage (depending on the year).
New Mexico	Bernalillo County	State Rate	TBD	TBD	State Rate	State Rate	Some New Mexico local minimum wage and minimum cash wage/tip credit rates are superseded by higher state wages.
New Mexico	Las Cruces	\$12.65	\$13.01	1/1/2026	\$7.59 (\$7.81 eff. 1/1/26)	\$5.06 (\$5.20 eff. 1/1/26)	The minimum wage will be adjusted annually by the increase in the CPI's cost of living, then rounded to the nearest \$0.05.
New Mexico	Santa Fe (City)	\$15.00	\$17.50	1/1/2027	\$12.00 (\$14.50 eff. 1/1/27)	\$3.00	Starting on March 1, 2028, the City of Santa Fe's minimum hourly wage will be increased each year by the average of the annual increase of two factors detailed in the City's minimum wage ordinance.
New Mexico	Santa Fe (County)	\$15.00	TBD	3/1/2026	\$10.50 (TBD eff. 3/1/26)	\$4.50 (TBD eff. 3/1/26)	Santa Fe County's minimum hourly wage will be adjusted upward each year based on the previous year's increase (if any) in the applicable CPI.

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New York	Statewide	\$15.50	\$16.00	1/1/2026	Varies	Varies	<p>Minimum wage rates, tip credits, tip thresholds, and minimum cash wages often vary by location, employer size, and industry.</p> <p>As of December 31, 2020, tip credits are no longer permitted for employees covered by the Miscellaneous Industries Wage Order.</p> <p>Creditor garnishments and state tax levies use the State Minimum Wage in the calculation of the amounts allowed.</p> <p>New York is one of the few states that has an exemption from overtime pay requirements for certain employees that differs from the federal FLSA exemption. Minimum salary thresholds for overtime pay exemptions are also indexed to the state minimum wage.</p>
New York	Nassau County (Long Island)	\$16.50	\$17.00	1/1/2026	Varies	Varies	
New York	New York City	\$16.50	\$17.00	1/1/2026	Varies	Varies	Certain delivery workers may be entitled to higher rates.
New York	Suffolk County (Long Island)	\$16.50	\$17.00	1/1/2026	Varies	Varies	
New York	Westchester County	\$16.50	\$17.00	1/1/2026	Varies	Varies	
North Carolina	Statewide	\$7.25	None		\$5.12	\$2.13	
North Dakota	Statewide	\$7.25	None		\$2.39	\$4.86	

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Ohio	Statewide	\$10.70	\$11.00	1/1/2026	\$5.35 (\$5.50 eff. 1/1/26)	\$5.35 (\$5.50 eff. 1/1/26)	Employers in Ohio with annual gross receipts of a certain amount or less may pay a reduced minimum wage (the applicable federal minimum). This receipt threshold and the minimum wage increase every year.
Oklahoma	Statewide	\$7.25	None		\$5.12	\$2.13	The state minimum wage law only applies to certain employers. Most employers are covered by the FLSA. Effective November 1, 2025, Oklahoma's tipped minimum wage law decreased from its current rate under state law to equal the federal rate of \$2.13.
Oregon	Statewide	\$15.05	TBD	7/1/2026	N/A	N/A	Oregon has a three-tiered minimum wage system: standard, urban, and non-urban. The "standard" wage is the generally applicable wage. Higher wages apply to employers within the "urban" wage system (i.e., Portland). Employers in the "nonurban" system (specified counties) may pay lower wages.
Oregon	Non-Urban (Specified Counties)	\$14.05	TBD	7/1/2026	N/A	N/A	Oregon has a three-tiered minimum wage system: standard, urban, and non-urban. Employers in the "nonurban" system (specified counties) may pay lower wages. Specifically, the "non-urban" wage is always \$1.00 lower than the "standard" wage.
Oregon	Urban (Portland Metro)	\$16.30	TBD	7/1/2026	N/A	N/A	Oregon has a three-tiered minimum wage system: standard, urban, and non-urban. Higher wages apply to employers within the "urban" wage system (Portland). Specifically, the "urban" wage is always \$1.25 more than the "standard" wage.
Pennsylvania	Statewide	\$7.25	None		\$4.42	\$2.83	
Puerto Rico	Territory	\$10.50	TBD	TBD	\$8.37	\$2.13	

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Rhode Island	Statewide	\$15.00	\$16.00	1/1/2026	\$11.11 (\$12.11 eff. 1/1/26)	\$3.89	In June 2025, Rhode Island passed a law that gradually increases the state's minimum wage as follows: <ul style="list-style-type: none"> \$16.00, effective January 1, 2026; and \$17.00, effective January 1, 2027.
South Carolina	Statewide	None	None		None	None	South Carolina does not have a minimum wage provision; however, most employers covered by the FLSA must pay non-exempt employees at least the applicable federal minimum wage rates.
South Dakota	Statewide	\$11.50	\$11.85	1/1/2026	\$5.75 (\$5.925 eff. 1/1/26)	\$5.75 (\$5.925 eff. 1/1/26)	Creditor garnishments use the State Minimum Wage in the calculation of the amounts allowed.
Tennessee	Statewide	None	None		None	None	Tennessee does not have a minimum wage provision; however, most employers covered by the FLSA must pay non-exempt employees at least the applicable federal minimum wage rates.
Texas	Statewide	\$7.25	None		\$5.12	\$2.13	Different minimum wage rates apply to Houston airport workers.
U.S. Virgin Islands	Territory	\$10.50	None		\$6.30	\$4.20	
Utah	Statewide	\$7.25	None		\$5.12	\$2.13	
Vermont	Statewide	\$14.01	\$14.42	1/1/2026	\$7.00 (\$7.21 eff. 1/1/26)	\$7.01 (\$7.21 eff. 1/1/26)	The minimum wage will increase each year by 5 percent or the increase of the CPI, whichever is smaller.
Virginia	Statewide	\$12.41	\$12.77	1/1/2026	\$10.28 (\$10.64 eff. 1/1/26)	\$2.13	Higher wage rates apply to workers employed by airlines, concessionaires, and other businesses in Reagan National and Dulles International airports.

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Washington	Statewide	\$16.66	\$17.13	1/1/2026	N/A	N/A	<p>The minimum wage is adjusted annually based on the increase of the cost of living, rounded to the nearest \$0.01. Youth workers ages 14-15 may be paid a lower wage (85% of the applicable state minimum).</p> <p>Washington is one of the few states that has an exemption from overtime pay requirements for certain employees that differs from the federal FLSA exemption. Minimum salary thresholds for overtime pay exemptions are also indexed to the state minimum wage.</p>
Washington	Everett	\$20.24	\$20.77	1/1/2026	N/A	N/A	<p>In November 2024, Everett voters approved a ballot initiative to establish a minimum wage ordinance. Effective July 1, 2025, every large employer (those that employ more than 500 employees) must pay an hourly wage of not less than \$20.24 per hour. Other covered employers will have a multi-year phase-in period in which they may initially pay a reduced minimum wage.</p> <p>On January 1, 2026, and on each January 1st after that, the hourly minimum wage will increase by the annual rate of inflation.</p>
Washington	King County	\$20.29	\$20.82	1/1/2026	N/A	N/A	<p>In May 2024, King County passed an ordinance establishing an hourly minimum wage that applies to employers in unincorporated King County. Beginning January 1, 2025, the hourly minimum wage rate will increase annually on a percentage basis to reflect the annual rate of inflation.</p> <p>Certain employers may initially pay a reduced minimum wage. However, the reduced rates will gradually increase annually until they equal the standard rate.</p>

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Washington	Renton	\$20.90	\$21.57	1/1/2026	N/A	N/A	<p>In February 2024, Renton voters passed a ballot initiative to establish a minimum wage ordinance. A lower minimum wage rate applies to other covered “mid-size” employers that are not classified as “large employers.” There is a multi-year phase-in period for such employers until they gradually reach the same rate as large employers. Employers that are not “large” or “mid-size” employers are not covered by the ordinance and must continue to meet state minimum wage requirements.</p> <p>Beginning January 1, 2025, the hourly minimum wage will increase each year by the annual rate of inflation.</p>
Washington	SeaTac	\$20.17	\$20.74	1/1/2026	N/A	N/A	SeaTac’s minimum wage applies to certain hospitality and transportation employees within the city.
Washington	Seattle	\$20.76	\$21.30	1/1/2026	N/A	N/A	<p>The Seattle minimum wage increases every year on January 1.</p> <p>Effective January 1, 2025, all employers (regardless of schedule size) are required to pay the same minimum wage. Small employers are no longer able to count tips and/or employee health benefit payments toward an employee’s minimum compensation requirements.</p>
Washington	Tacoma	State Rate			N/A	N/A	Tacoma’s minimum wage ordinance has been repealed, and the higher statewide minimum wage applies.
West Virginia	Statewide	\$8.75	None		\$6.13	\$2.62	<p>The state minimum wage law only applies to certain employers.</p> <p>State tax levies use the State Minimum Wage in the calculation of the amounts allowed.</p>

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Wisconsin	Statewide	\$7.25	None		\$4.92	\$2.33	
Wyoming	Statewide	\$5.15	None		\$5.12 (\$3.02 for non-FLSA employers)	\$2.13	Wyoming's minimum wage rate is lower than the federal minimum wage provision; however, most employers covered by the FLSA must pay non-exempt employees at least the applicable federal minimum wage rates.

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