



Minimum Wage

UPDATE

July 1, 2025



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MINIMUM WAGE UPDATE - JULY 2025



JURISDICTION	MINIMUM WAGE RATE	UPCOMING CHANGES
Federal	\$7.25	N/A
Alabama	No state minimum wage	N/A
Alaska	\$11.91	July 1, 2025 - \$13.00 July 1, 2026 - \$14.00 July 1, 2027 - \$15.00 January 1, 2028, and every January 1 thereafter - Adjusted for inflation
Arizona	\$14.70	January 1, 2026, and every January 1 thereafter - Adjusted for inflation
Arizona (Flagstaff)	\$17.85	January 1, 2026, and every January 1 thereafter - Adjusted for inflation
Arizona (Tucson)	\$15.00	January 1, 2026, and every January 1 thereafter - Adjusted for inflation
Arkansas	\$11.00	N/A
California (Reach out to your HRC for a full list of cities)	General \$16.50 Fast Food Workers \$20.00 Health Care Workers \$23.00 (large facilities and integrated systems), \$18.00 (hospitals), \$21.00 (clinics and all other health care facilities)	General January 1, 2026, and every January 1 thereafter - Adjusted for inflation Fast Food Workers January 1, 2026, and every January 1 thereafter through January 1, 2029 - May be adjusted for inflation Health Care Workers July 1, 2025 - \$24.00 (large facilities and integrated systems), \$18.63 (projected for hospitals), remains \$21.00 (clinics and all other health care facilities) July 1, 2026 - \$25.00 (large facilities and integrated systems), \$19.28 (projected for hospitals), \$22.00 (clinics), \$23.00 all other health care facilities) July 1, 2027 - Remains \$25.00 (large facilities and integrated systems), \$19.96 (projected for hospitals), \$25.00 (clinics), remains \$23.00 all other health care facilities)
Colorado	\$14.81	January 1, 2026, and every January 1 thereafter - Adjusted for inflation
Colorado (Boulder)	\$15.57	January 1, 2026 - \$16.82 January 1, 2027 - \$18.17 January 1, 2028, and every January 1 thereafter - Adjusted for inflation



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Colorado (Boulder County)	\$16.57	January 1, 2026 - \$17.99 January 1, 2027 - \$19.53 January 1, 2028 - \$21.21 January 1, 2029 - \$23.03 January 1, 2030 - \$25.00 January 1, 2031, and every January 1 thereafter - Adjusted for inflation
Colorado (Denver)	\$18.81	January 1, 2026, and every January 1 thereafter - Adjusted for inflation
Colorado (Edgewater)	\$16.52	January 1, 2026 - \$18.17 January 1, 2027 - \$19.99 January 1, 2028 - \$21.99 January 1, 2029, and every January 1 thereafter - Adjusted for inflation
Connecticut	\$16.35	January 1, 2026, and every January 1 thereafter - Adjusted for inflation
Delaware	\$15.00	N/A
District of Columbia	\$17.50	July 1, 2025 - \$17.95 July 1, 2026, and every July 1 thereafter - Adjusted for inflation
Hawaii	\$14.00	January 1, 2026 - \$16.00 January 1, 2028 - \$18.00
Illinois (Chicago)	\$16.20	July 1, 2025, and every July 1 thereafter - Adjusted for inflation
Illinois (Cook County)	\$15.00 (per state law)	July 1, 2025, and every July 1 thereafter - Adjusted for inflation
Maine	\$14.65	January 1, 2026, and every January 1 thereafter - Adjusted for inflation
Maine (Portland)	\$15.50	January 1, 2026, and every January 1 thereafter - Adjusted for inflation
Maine (Rockland)	\$15.50	January 1, 2026, and every January 1 thereafter - Adjusted for inflation
Maryland	\$15.00	N/A



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Maryland (Howard County)	\$15.00 (small employers, per state law) \$16.00 (large employers)	January 1, 2026 - \$15.50 (small employers), remains \$16.00 (large employers) July 1, 2026 - \$16.00 (small employers), remains \$16.00 (large employers) January 1, 2027 - Adjusted for inflation (both small employers and large employers)
Maryland (Montgomery County)	\$15.00 (small employers, per state law) \$15.50 (mid-sized employers) \$17.15 (large employers)	July 1, 2025 - \$15.50 (small employers), \$16.00 (mid-sized employers), \$17.65 (large employers) July 1, 2026, and every July 1 thereafter - Adjusted for inflation (all employers)
Maryland (Prince George's County)	\$15.00 (per state law)	January 1, 2026, and every January 1 thereafter - Adjusted for inflation
Massachusetts	\$15.00	N/A
Michigan	\$12.48	January 1, 2026 - \$13.73 January 1, 2027 - \$15.00 January 1, 2028, and every January 1 thereafter - Adjusted for inflation
Minnesota	\$11.13	January 1, 2026, and every January 1 thereafter - Adjusted for inflation
Minnesota (Minneapolis)	\$15.97	January 1, 2026, and every January 1 thereafter - Adjusted for inflation
Minnesota (St. Paul)	\$12.25 (micro employers) \$14.00 (small employers) \$15.97 (large employers and macro employers)	July 1, 2025 - \$13.25 (micro employers), \$15.00 (small employers), remains \$15.97 (large employers and macro employers) January 1, 2026 - Remains \$13.25 (micro employers), remains \$15.00 (small employers), same as macro employers (large employers), adjusted for inflation (macro employers) July 1, 2026 - \$14.25 (micro employers), same as macro employers (small employers and large employers), remains at January 1, 2026, rate (macro employers) January 1, 2027 - Remains \$14.25 (micro employers), same as macro employers (small employers and large employers), adjusted for inflation (macro employers) July 1, 2027 - \$15.00 (micro employers), same as macro employers (small employers and large employers), remains at January 1, 2027, rate (macro employers)

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Minnesota (St. Paul) <i>(Continued)</i>		January 1, 2028 - Remains \$15.00 (micro employers), same as macro employers (small employers and large employers), adjusted for inflation (macro employers) January 1, 2029, and every January 1 thereafter - Adjusted for inflation (all employers)
Missouri	\$13.75	January 1, 2026 - \$15.00 January 1, 2027, and every January 1 thereafter - Adjusted for inflation
Montana	\$10.55	January 1, 2026, and every January 1 thereafter - Adjusted for inflation
Nebraska	\$13.50	January 1, 2026 - \$15.00 January 1, 2027, and every January 1 thereafter - Adjusted for inflation
New Jersey	\$14.53 (small employers and seasonal employers) \$15.49 (large employers)	January 1, 2026 - \$15.23 or adjusted for inflation, whichever is higher (small employers and seasonal employers), adjusted for inflation (large employers) January 1, 2027, and every January 1 thereafter - Adjusted for inflation (both small employers and seasonal employers and large employers)
New Mexico (Albuquerque)	\$12.00 (per state law)	January 1, 2026, and every January 1 thereafter - Adjusted for inflation
New Mexico (Bernalillo County)	\$12.00 (per state law)	N/A
New Mexico (Las Cruces)	\$12.65	January 1, 2026, and every January 1 thereafter - Adjusted for inflation
New York	New York City, Nassau County, Suffolk County and Westchester County \$16.50 Everywhere Else \$15.50	New York City, Nassau County, Suffolk County and Westchester County January 1, 2026 - \$17.00 January 1, 2027, and every January 1 thereafter - Adjusted for inflation Everywhere Else January 1, 2026 - \$16.00 January 1, 2027, and every January 1 thereafter - Adjusted for inflation
Ohio	\$10.70	January 1, 2026, and every January 1 thereafter - Adjusted for inflation



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Oregon	Oregon (Nonrural Counties) \$14.70 Oregon (Rural Counties) \$13.70 Oregon (Portland Area) \$15.95	Oregon (Nonrural Counties) July 1, 2025, and every July 1 thereafter - Adjusted for inflation Oregon (Rural Counties) July 1, 2025, and every July 1 thereafter - Adjusted for inflation Oregon (Portland Area) July 1, 2025, and every July 1 thereafter - Adjusted for inflation
South Dakota	\$11.50	January 1, 2026, and every January 1 thereafter - Adjusted for inflation
Vermont	\$14.01	January 1, 2026, and every January 1 thereafter - Adjusted for inflation
Virginia	\$12.41	January 1, 2026, and every January 1 thereafter - Adjusted for inflation
Washington (Reach out to HRC for a full list of cities)	\$16.66	January 1, 2026, and every January 1 thereafter - Adjusted for inflation

 Indicates change effective July 1, 2025

NOTE: This chart is provided for informational purposes only and does not constitute legal or tax advice. Minimum wage laws are subject to change and may vary by jurisdiction. While we strive to provide accurate and up-to-date information, we recommend verifying all wage requirements with official state or local resources before making any employment or payroll decisions.



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