

2025 Minimum Wage Changes

The content below is current as of **November 15, 2024**, and is subject to change. To assist you with planning, the following is a list of some of the states and localities with upcoming increases in their minimum wage rates. We've also provided links to resources that provide additional details regarding rates and coverage. These updates are effective **January 1, 2025**, unless otherwise noted.

Note: For any state or local industry-specific wage rates, review applicable agency websites or consult with your legal or financial advisor.

State	Minimum Wage	Tipped Employees Minimum Cash Wage
Alaska	\$11.91	N/A
Arizona	\$14.70	\$11.70
California	\$16.50	N/A
Colorado	\$14.81	\$11.79
Connecticut	\$16.35	Varied
Delaware	\$15.00	\$2.23
Florida¹	\$13.00	\$9.98
Illinois	\$15.00	\$9.00
Maine	\$14.65	\$7.33
Michigan	\$10.56 \$12.48 ²	\$4.01 \$5.99 ²
Minnesota	\$11.13 ³	N/A
Missouri	\$13.75	\$6.88
Montana	\$10.55	\$4.00
Nebraska	\$13.50	\$2.13
New Jersey	\$15.49	\$5.62
New York	NYC and Nassau, Suffolk, and Westchester counties - \$16.50 Remainder of NY state - \$15.50	TBD

State	Minimum Wage	Tipped Employees Minimum Cash Wage
Ohio	\$10.70	\$5.35
Rhode Island	\$15.00	\$3.89
South Dakota	\$11.50	\$5.75
Vermont	\$14.01	\$7.01
Virginia	\$12.41	\$2.13
Washington	\$16.66	NA

¹These rates had an effective date of September 30, 2024.

²These rates have an effective date of February 21, 2025.

³MN eliminated the separate minimum wage based on employer size.

Several states allow exemption from state minimum wage and /or overtime requirements where an employee meets a minimum weekly salary or hourly rate threshold and meets the applicable duties test. The following is a list of upcoming changes to these state exemptions:

- Alaska, California, Colorado, Maine, New York, and Washington are increasing the state weekly minimum salary threshold for certain state exemptions on January 1, 2025.

We are happy to assist you in making changes to your employees' pay rates if required. Please review your payroll to determine if your business and employees are affected by these changes and notify us of any necessary adjustments. Failure to comply with minimum wage laws may result in substantial penalties.

Important: As always, it is the employer's obligation to ensure compliance with federal, state, and local wage requirements. Paychex will not make any changes to your payroll, including changes to employee wage rates, without your express instructions to do so.

Stay on top of the regulatory issues that could impact your business in 2025.

Check out our [State Resources for Your Business](#).

Local Minimum Wages

The updated local minimum wage rates are listed below with links to resources that provide additional details regarding rates and coverage. Unless indicated otherwise, these updates are **effective January 1, 2025**:

Arizona

Local Jurisdiction	Minimum Wage	Tipped Employees Minimum Cash Wage
Flagstaff	\$17.85	\$16.85
Tucson	\$15.00	\$12.00

California

Local Jurisdiction	Minimum Wage
Belmont	\$18.30
Burlingame	\$17.43
Cupertino	\$18.20
Daly City	\$17.07
East Palo Alto	\$17.45
El Cerrito	\$18.34
Foster City	\$17.40
Half Moon Bay	\$17.47
Hayward	<p>Large employer (26 or more employees): \$17.36</p> <p>Small employer (25 or fewer employees): \$16.50</p>
Los Altos	\$18.20
Menlo Park	\$17.10
Mountain View	\$19.20
Novato	<p>Very large business (100 or more employees): \$17.27</p> <p>Large business (26-99 employees): \$17.00</p> <p>Small business (1-25 employees): \$16.42</p>

Local Jurisdiction	Minimum Wage
Oakland	TBA
Palo Alto	\$18.20
Petaluma	\$17.97
Redwood City	\$18.20
Richmond	TBA
San Carlos	\$17.32
San Diego	\$17.25
San Jose	\$17.95
San Mateo (City)	\$17.95
San Mateo (County)	\$17.46
Santa Clara	\$18.20
Santa Rosa	TBA
Sonoma	<p>Large employers (26 or more employees): \$18.02</p> <p>Small employers (25 or fewer employees): \$16.96</p>
South San Francisco	\$17.70
Sunnyvale	\$19.00
West Hollywood	\$19.65

Colorado

Local Jurisdiction	Minimum Wage	Tipped Employees Minimum Cash Wage
Denver	\$18.81	\$15.79
Boulder County	\$16.57	\$13.55
Edgewater	\$16.52	\$13.50

Maine

Local Jurisdiction	Minimum Wage	Tipped Employees Minimum Cash Wage
Portland	\$15.50	\$7.75
Rockland	\$15.50	\$7.75

Maryland

Local Jurisdiction	Minimum Wage	Tipped Employees Minimum Cash Wage
Howard County	Employers with 15 or more employees: \$16.00	\$12.37

Minnesota

Local Jurisdiction	Minimum Wage	Tipped Employees Minimum Cash Wage
Minneapolis	\$15.97 ¹	N/A
St. Paul	Macro and large businesses (101 - 10,000 employees): \$15.97	N/A

¹Large business and small business rates are now the same.

New Mexico

Local Jurisdiction	Minimum Wage	Tipped Employees Minimum Cash Wage
Las Cruces	\$12.65	\$5.06
Santa Fe (City)	TBA ¹	TBA ¹
Santa Fe (County)	TBA ¹	TBA ¹

¹Rates have an effective date of March 1, 2025.

Washington

Local Jurisdiction	Minimum Wage	Tipped Employees Minimum Cash Wage
Bellingham	\$17.66 ¹	N/A
King County	<p>Employers with more than 500 employees: \$20.29</p> <p>Employers with more than 15 but fewer than 500 employees: \$18.29</p> <p>Employers with 15 or fewer employees and annual gross revenue of \$2 million or more: \$18.29</p> <p>Employers with 15 or fewer employees and annual gross revenue under \$2 million: \$17.29</p>	N/A
Renton	<p>Large employer (more than 500 employees worldwide and certain franchisees): \$20.90</p> <p>Small employer (at least 15 but less than 500 employees worldwide or over \$2 million of annual gross revenue): \$18.90</p>	N/A
Seattle ²	\$20.76	N/A
Seatac	\$20.17	N/A
Tukwila	<p>Large employer (501 or more employees): \$21.10</p> <p>Mid-size employer (500 or fewer employees): \$20.10</p>	N/A

¹Minimum wage will be increasing again on May 1, 2025, to be \$2 above the statewide minimum wage.

²Large employer and small employer minimums will be the same as of January 1, 2025.

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The content contained within this document reflects the most current information at the time of its release and is subject to change.

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