

As of January 2025

State and Local Minimum and Tipped Wage Rates



CoastalPayroll®

2025 State Minimum and Tipped Wages Rates

The federal Fair Labor Standards Act (FLSA) establishes minimum wage and overtime requirements for virtually all employers. If you think your business or employee isn't covered by the FLSA, we recommend consulting an employment law attorney. The current federal minimum wage is \$7.25 per hour. The FLSA generally allows employers to take a tip credit and pay a minimum base wage of \$2.13 per hour to tipped employees who regularly receive more than \$30 per month in tips as long as the base wage and tips equal at least \$7.25 per hour.

Many states and localities also have minimum wage laws with requirements that differ from the FLSA, including restrictions on taking a tip credit. If an employee is covered by more than one minimum wage law, the employee is entitled to the higher minimum wage. State rates that are lower than the FLSA aren't included in this chart because of the unlikelihood that both an employer and an employee are exempt from the FLSA. Review local minimum wages (under applicable states).

This chart reflects the current state and local minimum and tipped wage rates in effect as of January 1, 2025, as well as future scheduled increases for 2025 and beyond (if available). It does not include minimum wage requirements that apply to public contracts. The "Notes" column provides the general coverage of the law and not all the exemptions from coverage. If there is no information listed in the state's row, then the state minimum wage law generally applies to all employers. If a state does not have a minimum wage law, then employers must comply with the FLSA. This chart does not include overtime, premium pay, or hazard pay requirements or cover additional requirements to take a tip credit beyond the monthly tip threshold.

*Employers in states without minimum wage laws, or with minimum wage rates lower than the federal minimum wage, which currently is \$7.25 an hour, must observe the federal minimum wage for all employees covered by the Fair Labor Standards Act.

**Maximum tip credit and minimum tipped wage information is not tracked on this chart for municipalities.

	Minimum Wage Rate	Minimum Tipped Wage Rate	Maximum Tip Credit	Notes
Federal Minimum	\$7.25	\$2.13	\$5.12	Tipped employees must regularly earn at least \$30 per month in tips.
Federal Contractors	\$12.90 for federal contracts entered into, renewed, or extended prior to 1/1/22; \$17.20 for federal contracts entered into, renewed, or extended on or after 1/1/22.	\$9.05 for contracts before 1/1/22; \$17.20 for contracts on or after 1/1/22.	\$3.85 for contracts before 1/1/22; no tip credit for contracts on or after 1/1/22.	Increased pursuant to EO 13658 (contracts before 1/1/22) and EO 14026 (contracts on or after 1/1/22). To be adjusted annually January 1. EO 14026 is currently facing several legal challenges. The 2024 minimum wage rates will not be enforced for contracts or subcontracts to which the states of Texas, Louisiana, or Mississippi (including their agencies) are a party.



State or Locality	Minimum Wage Rate	Minimum Tipped Wage Rate	Maximum Tip Credit	Notes
Alabama	\$7.25*	\$2.13*	\$5.12*	No minimum wage; federal law applies.
Alaska	\$11.91	\$11.73	Tip credit prohibited	Increasing to \$13.00 on 7/1/25
Arizona	\$14.70	\$11.70	\$3.00	
Flagstaff	\$17.85	\$15.90	**	
Tucson	\$15.00	**	**	
Arkansas	\$11.00	\$2.63	\$8.37	Tipped employees must regularly earn at least \$20 per month in tips.
California	\$16.50	\$16.00	Tip credit prohibited	
Fast food workers	\$20.00	\$20.00	**	Effective April 1, 2024, employees working in the fast-food industries must earn at least \$20 per hour. The new law applies to national fast food chains defined as "limited-service restaurants consisting of more than 60 establishments nationally that share a common brand, or that are characterized by standardized options for décor, marketing, packaging, products, and services, and which are primarily engaged in providing food and beverages for immediate consumption on or off premises where patrons generally order or select items and pay before consuming, with limited or no table service (see CA AB 1228)."
Alameda	\$17.00	**	**	Adjusted annually on July 1.
Belmont	\$18.30	**	**	
Berkeley	\$18.67	**	**	Adjusted annually on July 1.
Burlingame	\$17.43	**	**	
Cupertino	\$18.20	**	**	
Daly City	\$17.07	**	**	
East Palo Alto	\$17.45	**	**	



State or Locality	Minimum Wage Rate	Minimum Tipped Wage Rate	Maximum Tip Credit	Notes
El Cerrito	\$18.34	**	**	
Emeryville	\$19.36	**	**	Adjusted annually on July 1.
Foster City	\$17.40	**	**	
Fremont	\$17.30	**	**	Adjusted annually on July 1.
Half Moon Bay	\$17.47	**	**	
Hayward	\$17.36 with 26 or more employees; \$16.50 with 25 or fewer employees.	**	**	
Long Beach	\$15.50; \$16.73 for hotel workers; \$16.55 for concessionaires	**	**	
Los Altos	\$18.20	**	**	
Los Angeles City	\$17.28	**	**	Adjusted annually on July 1.
Los Angeles County (Unincorporated Areas Only)	\$17.27	**	**	Adjusted annually on July 1.
Malibu	\$17.27	**	**	Adjusted annually on July 1.
Menlo Park	\$17.10	**	**	
Milpitas	\$17.70	**	**	Adjusted annually on July 1.
Mountain View	\$19.20	**	**	



State or Locality	Minimum Wage Rate	Minimum Tipped Wage Rate	Maximum Tip Credit	Notes
Novato	\$17.27 for businesses with 100 or more employees; \$17.00 for businesses with 26 to 99 employees; \$16.42 with 25 or fewer employees.	**	**	
Oakland	\$16.89 for non-hotel employers; \$18.36 for hotel employers that contribute \$5.46 per hour toward health care benefits; \$24.48 for non-qualifying hotel employers.	**	**	
Palo Alto	\$18.20	**	**	
Pasadena	\$17.50	**	**	Adjusted annually on July 1.
Petaluma	\$17.97	**	**	
Redwood City	\$18.20	**	**	
Richmond	\$17.77			
San Carlos	\$17.32	**	**	
San Diego	\$17.25	**	**	
San Francisco	\$18.67	**	**	Adjusted annually July 1.
San Jose	\$17.95	**	**	
San Mateo City	\$17.95	**	**	
San Mateo County	\$17.46	**	**	
Santa Clara	\$18.20	**	**	



State or Locality	Minimum Wage Rate	Minimum Tipped Wage Rate	Maximum Tip Credit	Notes
Santa Monica	\$17.27; \$20.32 for hotel workers	**	**	Adjusted annually July 1.
Santa Rosa	\$17.87	**	**	
Sonoma	\$18.02 for businesses with 26 or more employees; \$16.96 for businesses with 25 or fewer employees	**	**	
South San Francisco	\$17.70	**	**	
Sunnyvale	\$19.00	**	**	
West Hollywood	\$19.65 for non-hotel employees; \$19.61 for hotel employees	**	**	Adjusted annually on July 1 for hotel workers
Colorado	\$14.81	\$11.79	\$3.02	Tipped employee must regularly earn at least \$30 per month in tips.
Boulder City	\$15.57	**	**	
Boulder County (unincorporated areas)	\$16.57	\$12.67	**	
Denver	\$18.81	\$15.27	**	
Edgewater	\$16.52	\$12.00	**	
Connecticut	\$16.35	\$6.38 for hotels and restaurants; \$8.23 for bartenders	36.8% for hotels and restaurants; 18.5% for bartenders	
Delaware	\$15.00	\$2.23	\$11.02	Tipped employee must regularly earn at least \$30 per month in tips.



State or Locality	Minimum Wage Rate	Minimum Tipped Wage Rate	Maximum Tip Credit	Notes
D.C.	\$17.50	\$12.00	\$11.50	Adjusted annually on July 1.
Florida	\$13.00	\$10.98	\$3.02	Increasing to: \$14.00 9/30/25; \$15.00 9/30/26.
Georgia	\$5.15*	\$2.13*	\$5.12*	Employers subject to FLSA must pay the \$7.25 Federal minimum wage. Special "training rate" of \$4.25 applies to new employees under the age of 20 for their first 90 days. Full time students in high school or college who work 20 hours or less per week can be paid \$6.16, or \$85 of the standard minimum wage if their job fits a work-study program or other specified situations.
Hawaii	\$14.00	\$12.75	\$1.25	Increasing to \$16.00 1/1/26; \$18.00 1/1/28. Tipped employees must regularly earn at least \$20 per month in tips; combined wage must be at least \$7.00 more than the applicable minimum wage.
Idaho	\$7.25	\$3.35	\$3.90	Tipped employees must regularly earn at least \$30 per month in tips.
Illinois	\$15.00	\$9.00	40%	Tipped employees must regularly earn at least \$20 per month in tips.
Chicago	\$16.20 for employers with 4 or more workers	**	**	
Cook County	\$15.00	\$8.40	**	
Indiana	\$7.25	\$2.13	\$5.12	Tipped employees must regularly earn at least \$30 per month in tips.
Iowa	\$7.25	\$4.35	\$2.90	Tipped employees must regularly earn at least \$30 per month in tips.
Kansas	\$7.25	\$2.13	\$5.12	Tipped employees must regularly earn at least \$20 per month in tips.



State or Locality	Minimum Wage Rate	Minimum Tipped Wage Rate	Maximum Tip Credit	Notes
Kentucky	\$7.25	\$2.13*	\$5.12*	Tipped employees must regularly earn at least \$30 per month in tips.
Louisiana	\$7.25*	\$2.13*	\$5.12*	No minimum wage; federal law applies.
Maine	\$14.65	\$7.33	50%	Tipped employees must regularly earn at least \$30 per month in tips.
Portland	\$15.50	**	**	
Rockland	\$15.50	**	**	
Maryland	\$15.00	\$3.63	\$11.37	Tipped employees must regularly earn at least \$30 per month in tips.
Howard County	\$16.00 for businesses with 15 or more employees; \$14.75 for businesses with fewer than 15 employees	**	**	For businesses with fewer than 15, increasing to: \$15.50 1/1/26; \$16.00 7/1/26; then adjusted annually after minimum wage reaches \$16.00.
Montgomery County	\$17.15 for businesses with 51 or more employees; \$15.50 for businesses with 11 to 50 employees; \$15 for businesses with 10 or fewer employees	**	**	Adjusted annually July 1.
Massachusetts	\$15.00	\$6.75	\$8.25	Tipped employees must receive at least \$20 per month in tips.
Michigan	\$10.56; \$8.78 for minors 16-17 years of age	\$4.01	\$6.40	Increasing to \$12.48 on 2/21/25. Tipped Wage increasing to \$5.99 2/21/25



State or Locality	Minimum Wage Rate	Minimum Tipped Wage Rate	Maximum Tip Credit	Notes
Minnesota	\$11.13; \$9.08 for 90-day trainees under 20 years of age and youth employees under 18 years of age	\$11.13	Tip credit prohibited	
Minneapolis	\$15.97	**	**	
St. Paul	\$15.97 for large employers of more than 100 employees; \$14.00 for small employers with 6 to 100 employees; \$12.25 for micro employers with 5 or fewer employees	**	**	Small employers with 6 to 100 employees increasing to \$15.00 on 7/1/25. Increasing to macro employer rate on 7/1/26. Micro employers with 5 or fewer employees increasing to \$13.25 7/1/25; \$14.25 7/1/26; \$15.25 7/1/27. Increasing to macro employer rate on 7/1/28.
Mississippi	\$7.25*	\$2.13*	\$5.12*	No minimum wage; federal law applies.
Missouri	\$13.75	\$6.88	50%	
Montana	\$10.55	\$10.55	Tip credit prohibited	
Nebraska	\$13.50	\$2.13	\$9.87	Increasing to \$15.00 on 1/1/25; then adjusted annually beginning 1/1/27.
Nevada	\$12.00	\$12.00	Tip credit prohibited	
New Hampshire	\$7.25	\$3.27	\$3.98	Tipped employees must regularly earn at least \$30 per month in tips.



State or Locality	Minimum Wage Rate	Minimum Tipped Wage Rate	Maximum Tip Credit	Notes
New Jersey	\$15.49 for most employers (more than 5 employees); \$14.53 for seasonal employers and small employers with 5 or fewer workers; \$13.40 for agricultural employers; \$18.49 for long-term care facility direct care staff members.	\$5.62	\$9.87; \$8.47 for seasonal and small employers	
New Mexico	\$12.00	\$7.20	\$9.00	Tipped employees must regularly earn at least \$30 per month in tips.
Albuquerque	\$12.00	**	**	The State of New Mexico's minimum wage supersedes the City's minimum wage of \$11.50.
Las Cruces	\$12.65	**	**	
Santa Fe	\$14.60	**	**	Adjusted annually in March.
Santa Fe County	\$14.60	**	**	Adjusted annually in March.
New York	\$15.50	\$10.35 food service workers; \$12.90 service employees	\$5.15 food service workers; \$2.60 service employees	See industry wage orders for additional requirements. Increasing to \$16.00 on 1/1/26. Adjusted annually pursuant to the Consumer Price Index beginning in 1/1/27.
Long Island & Westchester	\$16.50	\$10.65 food service workers; \$13.75 service employees	\$5.35 food service workers; \$2.75 service employees	
New York City	\$16.50	\$11.00 food service workers; \$13.75 service employees	\$5.50 food service workers; \$2.75 service employees	Increasing to \$17.00 on 1/1/26. Adjusted annually pursuant to the Consumer Price Index beginning in 1/1/27.
North Carolina	\$7.25	\$2.13	\$5.12	Tipped employees must regularly earn at least \$20 per month in tips.



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North Dakota	\$7.25	\$4.86	33%	Tipped employees must regularly earn at least \$30 per month in tips.
Ohio	\$10.70 (gross receipts of \$394,000 or more); \$7.25 (gross receipts under \$394,000)	\$5.35	\$5.25 (gross receipts of \$385,000 or more); \$4.07 (gross receipts under \$385,000)	Tipped employees must regularly earn at least \$30 per month in tips.
Oklahoma	\$7.25	\$3.63	50%	
Oregon Urban/Standard Counties	\$14.70	\$14.70	Tip credit prohibited	An employer's location affects minimum wage rate. Areas not in Portland's urban growth boundary or one of the listed nonurban counties (urban counties) (Benton, Clackamas, Clatsop, Columbia, Deschutes, Hood River, Jackson, Josephine, Lane, Lincoln, Linn, Marion, Multnomah, Polk, Tillamook, Wasco, Washington, Yamhill counties) Adjusted annually July 1.
Portland Metro Area	\$15.95	\$15.95	**	Within Portland's urban growth boundary (metro area) (including portions of Clackamas, Multnomah, and Washington counties) Adjusted annually July 1.
Rural Counties	\$13.70	\$13.70	**	Adjusted annually July 1.
Pennsylvania	\$7.25	\$2.83	\$4.42	Tipped employees must regularly earn at least \$30 per month in tips.
Rhode Island	\$15.00	\$3.89	\$10.11	
South Carolina	\$7.25*	\$2.13*	\$5.12*	No minimum wage; federal law applies.
South Dakota	\$11.50	\$5.75	50%	Tipped employees must regularly earn at least \$35 per month in tips. Cash wage must be at least half of minimum wage.
Tennessee	\$7.25*	\$2.13*	\$5.12*	No minimum wage; federal law applies.



State or Locality	Minimum Wage Rate	Minimum Tipped Wage Rate	Maximum Tip Credit	Notes
Texas	\$7.25	\$2.13	\$5.12	Tipped employees must regularly receive at least \$20 per month in tips.
Utah	\$7.25	\$2.13	\$5.12	Tipped employees must receive at least \$30 per month in tips.
Vermont	\$14.01	\$7.01	50%	Tipped employees must regularly receive at least \$120 per month in tips.
Virginia	\$12.41	\$2.13	\$5.12*	No maximum tip credit; federal law applies. Increasing to \$15.00 on 1/1/26
Washington	\$16.66 for workers 16 years of age and older; \$13.84 for workers 14-15 years of age.	\$16.28 for workers 16 years of age and older; \$13.84 for workers 14-15 years of age.	Tip credit prohibited	
Bellingham	\$17.66	**	**	On May 1, 2025, the city minimum wage shall be set at \$2.00 above the applicable Washington State minimum wage set under Chapter 49.46 RCW. Thereafter, each year the city minimum wage shall be adjusted to \$2.00 above the applicable Washington State minimum wage set under Chapter 49.46 RCW, effective January 1st each year.



State or Locality	Minimum Wage Rate	Minimum Tipped Wage Rate	Maximum Tip Credit	Notes
Burien	\$21.16 for Level 1 employers (all employers, including franch-sees, that employ 500 or more Full Time Equivalents (FTEs) in King County or franchisors who employ 500 or more FTEs in the aggregate); \$20.16 for Level 2 employers (all employers including franchisees, that employ 21 – 499 FTEs in King County); \$16.66 for employers with 20 or fewer FTEs			
King County	\$20.29 for over 500 employees, \$18.29 for more than 15 employees, \$18.29 for 15 or fewer employees and annual gross revenue of \$2 mil or more, and \$17.29 for 15 or fewer employees and annual gross revenue of less than \$2 mil			



State or Locality	Minimum Wage Rate	Minimum Tipped Wage Rate	Maximum Tip Credit	Notes
Renton	\$18.90 for mid-size employers (At least 15 but no more than 500 employees worldwide or over \$2 million of annual gross revenue in Renton); \$20.90 for large employers (More than 500 employees worldwide and certain franchises)	**	**	Employers that are not large or mid-size must continue to meet the state of Washington minimum wage requirements.
Seattle	\$20.76	**	**	
SeaTac	\$20.17	**	**	
Tukwila	\$20.10 for mid-size employers (a covered employer that either employs at least 15 employees regardless of where those employees are employed or has annual gross revenue over \$2 million); \$21.10 for large employers (501 employees or more)	**	**	Employers with fewer than 15 workers worldwide and earn \$2 million or less in annual gross revenue in Tukwila and are not associated with a franchisor or network of franchises with franchisees employing over 500 workers are not affected by the Tukwila minimum wage but may still be subject to State minimum wage and other laws.
West Virginia	\$8.75	\$2.62	\$6.13	
Wisconsin	\$7.25	\$2.33	\$4.92	
Wyoming	\$5.15*	\$2.13	\$3.03	Tipped employees must regularly earn at least \$30 per month in tips.

