



2025 MINIMUM WAGE BY STATE

The federal minimum wage in the United States is \$7.25 per hour. The following states have a minimum wage that differs.

State	Hourly minimum wage rate effective 1/1/25
Alaska	\$11.91
Arizona	\$14.70
California	\$16.50
Colorado	\$14.81 (proposed)
Connecticut	\$16.35
Delaware	\$15.00
Illinois	\$15.00
Maine	\$14.65
Michigan	\$10.56 (increases to \$12.48 on 2/21/25)
Minnesota	\$11.13
Missouri	\$13.75
Montana	\$10.55
Nebraska	\$13.50
New Jersey	\$15.49 (employers with 6 or more employees) \$14.53 (seasonal employers & employers with fewer than 6 employees)
New York	\$16.50 (New York City, Long Island and Westchester County) \$15.50 (rest of the state)
Ohio	\$10.70 (employers with annual gross receipts of more than \$394,000 per year)
Rhode Island	\$15.00
South Dakota	\$11.50
Vermont	\$14.01
Virginia	\$12.41
Washington	\$16.66

Note: This is not a comprehensive list. We believe this information to be true as of January 1, 2025, but do not guarantee its accuracy. Many municipalities have their own minimum wage requirements and some states change their minimum wage requirements throughout the year. Make sure to work with your HR Advisor and payroll provider to ensure your employees meet the minimum wage requirements in the area in which they live/work.