

Report

Raises from Coast to Coast in 2025

69 Cities, Counties, and States Will Raise Minimum Wages on January 1, With 28 More Lifting Pay Later in 2025

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Photo credit: Missouri Workers Center

Contents

Summary of Wage Increases in 2025.....	1
Minimum Wage Victories and Other Developments in 2024	3
Table 1. State and Local Minimum Wage Increases Effective January 1, 2025	6
Table 2. State and Local Minimum Wage Increases Later in 2025	12
Table 3. States, Cities, and Counties with Wage Floors Above \$15 for Some or All Employers in 2025	16
Table 4. Jurisdictions with Minimum Wages Above \$7.25 Not Raising Wages in 2025.....	19
Endnotes	20

About NELP

Founded in 1969, the National Employment Law Project (NELP) is a nonprofit advocacy organization dedicated to building a just and inclusive economy where all workers have expansive rights and thrive in good jobs. Together with local, state, and national partners, NELP advances its mission through transformative legal and policy solutions, research, capacity-building, and communications. NELP is the leading national nonprofit working at the federal, state, and local levels to create a good-jobs economy. Learn more at www.nelp.org.



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Raises from Coast to Coast in 2025: 69 Cities, Counties, and States Will Raise Minimum Wages on January 1, With 28 More Lifting Pay Later in 2025

Summary of Wage Increases in 2025

On January 1, 2025, the minimum wage will increase in 21 states and 48 cities and counties. In 55 of those jurisdictions, the wage floor will reach or exceed \$15.00 per hour for some or all employers, including 2 states and 38 localities where the wage floor will reach or exceed \$17.00 per hour for some or all employers.

Later in 2025, 5 states and 23 local jurisdictions will likewise lift their wage floors—22ⁱ of them to \$15.00 or more for some or all employers, including 1 state and 18 localities which will reach or exceed a \$17.00 minimum wage for some or all employers.

In total, a record 88 jurisdictions—23 states and 65 cities and counties—will raise their minimum wage floors by the end of 2025.ⁱⁱ Of those, 70 jurisdictions (9 states and 61 cities and counties) will reach or exceed a \$15.00 minimum wage for some or all employees in 2025; and 53 jurisdictions (2 states and 51 cities and counties) will reach or exceed \$17.00.

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ⁱ If the city of Santa Fe and the County of Santa Fe, New Mexico increase their wage floors to at least \$15.00 on March 1, 2025, this figure would increase to 24.

ⁱⁱ Three states (Alaska, California, and Michigan), and six local jurisdictions (West Hollywood, California; Saint Paul, Minnesota; and the Washington cities of Bellingham, Burien, Renton, and Tukwila) are expected to raise their minimum wages twice in 2025 but are counted once in the year's grand total.

Below is a summary of what to expect:

- **On January 1st:** Wage floors will increase in 21 states and 48 cities and counties, for a total of 69 jurisdictions (Table 1).
 - In 8 states and 47 cities and counties, the minimum wage will reach or exceed **\$15.00** per hour for some or all employees.
 - In 2 states and 38 localities, the wage floor will reach or exceed **\$17.00** per hour for some or all employees. The state figure includes California, which will increase the wage floor to between \$18.00 and \$23.00 for some health care workers; and New Jersey, which will increase the wage floor to \$18.49 for long-term care workers.
 - In 14 states and 39 cities and counties, the minimum wage will increase due to cost-of-living adjustments—including New Jersey, which is implementing step increases for small employers, and seasonal and agricultural workers, while adjusting the wage floor for large employers and long-term care workers to reflect inflation.
- **Later in the year:** 5 states and 23 cities and counties will follow with additional minimum wage increases, for a total of 28 jurisdictions (Table 2).
 - Among these jurisdictions are Alaska; California; Michigan; West Hollywood, California; Saint Paul, Minnesota; and the Washington cities of Bellingham, Burien, Renton, and Tukwila. These jurisdictions will raise their minimum wages twice (January 1st and later in the year) for some or all employers.
 - In 2 states and 20 cities and counties, the minimum wage will reach or exceed **\$15.00** per hour for some or all employers, including California, which will increase the wage floor to between \$18.63 and \$24 for some health care workers.
 - In 1 state (including California's health care wage floor) and 18 local jurisdictions, the wage floor will reach or exceed **\$17.00** per hour.
 - In 1 state and 19 cities and counties, the minimum wage will increase due to cost-of-living adjustments—including Washington, DC and Chicago, Illinois, which will adjust their standard minimum wages to account for inflation while they continue to phase out their subminimum wage for tipped workers through step increases; and Tukwila, Washington which will adjust the minimum wage for large employers to account for inflation, while continuing to raise the minimum wage for mid-sized employers through step increases.
- **Wage floors above \$15:** 6 states and 60 cities and counties will have surpassed a \$15.00 minimum wage for some or all employees by the end of 2025, including 2

states and 51 localities which will have reached or surpassed a \$17.00 minimum wage (Table 3).

- **No increases:** Seven states (Arkansas, Hawaii, Maryland, Massachusetts, Nevada, New Mexico, and West Virginia) with minimum wage laws above the federal rate of \$7.25 are not expected to raise their minimum wages in 2025. Except for Hawaii—which skips a step increase in 2025, before resuming increases in 2026—all these states have failed to adopt provisions that index their minimum wages to inflation (Table 4).
- **The legacy of the Fight for \$15:** 14 states have adopted a path to a \$15.00 (or higher) minimum wage since 2012: Alaska, California, Connecticut, Delaware, Florida, Hawaii, Illinois, Maryland, Massachusetts, Missouri, Nebraska, New Jersey, New York, and Rhode Island. In addition, although Oregon and Washington State adopted wage laws with original target rates under \$15.00 per hour, indexing provisions in their laws have boosted their wage floors above \$15.00 for some or all workers in recent years. In total, 16 states are on a path to a \$15.00 (or higher) minimum wage.

The legacy of the Fight for \$15: 16 states have adopted a path to a \$15.00 (or higher) minimum wage since 2012.

Minimum Wage Victories and Other Developments in 2024

Workers won important minimum wage victories in 2024, including the defeat of a ballot initiative in Arizona that would have harmed tipped workers. Below is a summary of these victories:

- **Alaska and Missouri:** Voters in the red states of Alaska and Missouri approved ballot initiatives raising the minimum wage and enacting paid sick leave policies. In Alaska, the minimum wage will increase to **\$15.00 by 2027**,¹ and in Missouri it will increase to **\$15.00 by 2026**.² Alaska is one of seven states that do not currently allow employers to subsidize their payroll costs through the use of tip credits, making this victory especially consequential for tipped workers.
- **Arizona:** By a 75 percent to 25 percent margin, voters in Arizona rejected Proposition 138—a restaurant industry-backed ballot initiative that would have cut wages for tipped workers by expanding the “tip credit” from a fixed \$3.00 less than the full minimum wage to 25 percent less than the full minimum wage.³
- **Michigan:** Workers in Michigan will reap the rewards of a six-year hard-fought and ultimately victorious campaign to meaningfully boost the state wage floor and

eliminate the subminimum tipped wage. In 2018, pro-worker advocates submitted the required signatures to put an initiative on the November ballot that would have increased the state minimum wage to \$12.00 by 2022 and phased out the subminimum tipped wage by 2024. The then Republican legislature adopted these provisions only to water them down dramatically (the full minimum wage would not have reached \$12.00 until 2030)—an “adopt and amend” maneuver that the Michigan Supreme Court declared unconstitutional in 2024.⁴ As a result, Michigan became the first state in 40 years to adopt a path to one fair wage for tipped workers. The tipped wage will be phased out under a modified schedule, reaching parity with the full minimum wage by 2030.⁵ An estimated 494,000 workers will benefit.⁶

Michigan became the first state in 40 years to adopt a path to one fair wage for tipped workers.

- **Boulder, CO:** Underpaid workers in one of Colorado’s most expensive cities will welcome the new year with the first of three scheduled minimum wage increases, thanks to the efforts of workers and advocates who demanded and won a higher local wage floor. On January 1, 2025, Boulder’s minimum wage will increase to \$15.57, reaching **\$18.17 by 2027.**⁷ Boulder is the fourth Colorado locality (following Denver, Edgewater, and Boulder County) to adopt a local minimum wage after the state legislature repealed a law “preempting” or banning localities from enacting higher local wages.
- **Burien, WA:** The Burien City Council approved an ordinance that will enact the highest wage floor in the nation in 2025. Under the law, employers (including franchisers) with a workforce equal to or more than 500 employees (“Level 1 employers”) will be required to pay **\$4.50 above the Washington state minimum wage** on January 1st, and those with 21 to 499 employees (“Level 2 employers”) will be required to pay **\$3.50 above** the state wage floor on July 1st. Employers with smaller workforces are exempt.⁸ The state minimum wage will increase to \$16.66 in 2025,⁹ which brings the Burien wage floor to \$21.16 for level 1 employers, and \$20.16 for level 2 employers.
- **King County, WA:** Unincorporated King County adopted an ordinance that raises its wage floor to **\$20.29** on January 1st for large employers. Smaller businesses will have additional time to adjust to the higher wage; in 2025, they will be required to pay an hourly wage of \$17.29 to \$18.29, depending on the number of workers they employ, and the size of their revenue.¹⁰ King County’s hourly wage complements the local minimum wages of cities and towns in the county including Seattle and SeaTac, which were among the nation’s highest local wages.

- **Renton, WA:** Voters in Renton approved a ballot measure during the February 13th special election that raised the city’s wage floor to \$20.29 for large employers and \$18.29 for mid-size employers on July 1st. Starting January 1, 2025, Renton’s minimum wage is adjusted to inflation.¹¹
- **Long Beach, CA:** Voters in Long Beach approved a ballot measure that raises the wage floor for **hotel workers to \$29.50 by 2028**.¹² Although it applies to only a small section of the Long Beach workforce, this measure (along with another which applies to concessionaire workers)¹³ is meaningful since the city does not otherwise require a minimum wage higher than the state wage floor.ⁱⁱⁱ

Other developments this year include:

- **California and Massachusetts:** Although ultimately not approved, voters in California and Massachusetts considered ballot measures that would have raised the minimum wage to \$17.00–\$18.00 by 2025 (California) and phased out the lower tipped wage by 2029 (Massachusetts). In California, the loss is mitigated by the nearly 4 dozen local minimum wage laws that have reached or surpassed an \$18.00 minimum wage or will do so in the next couple of years.
- **Minnesota:** Until last year, Minnesota’s minimum wage law allowed for a subminimum wage for small businesses and young workers. Recognizing the need for equitable treatment for all workers, in 2024 the legislature passed a bill eliminating these lower wages.¹⁴ Additionally, the bill increased the inflation adjustment cap to 5 percent (up from 2.5 percent),¹⁵ and removed the ability of the Department of Labor and Industry Commissioner to freeze the minimum wage during economic downturns.¹⁶

Photo credit: Missouri Workers Center



Photo credit: Missouri Workers Center



ⁱⁱⁱ Although we list this local ordinance here, we do not include it in the below tables, as the Long Beach ballot measure does not apply more broadly to all or most employers.

Table 1. State and Local Minimum Wage Increases Effective January 1, 2025

State and Local Minimum Wage Increases Effective January 1, 2025						
Jurisdiction	Minimum Wage Law	2025 Minimum Wage	2025 Tipped Wage	Current Minimum Wage	Current Tipped Wage	Step Increase or CPI
STATE						
Alaska ¹⁷	\$15.00 by 2027	\$11.91 <i>(see also Table 2)</i>	One fair wage ^{iv}	\$11.73	One fair wage	CPI
Arizona ¹⁸	\$12.00 by 2020	\$14.70	\$11.70	\$14.35	\$11.35	CPI
California ^{19 v}	\$15.00 by 2022–2023	\$16.50	One fair wage	\$16.00	One fair wage	CPI
<i>Health Care</i> ²⁰	\$25.00 by 2026–2033	\$18.00–\$23.00 <i>(see also Table 2)</i>	<i>n/a</i>	\$18.00–\$23.00 <i>(depending on facility)</i>	<i>n/a</i>	<i>Step increase</i>
Colorado ²¹	\$12.00 by 2020	\$14.81	\$11.79	\$14.42	\$11.40	CPI
Connecticut ²²	\$15.00 by 2023	\$16.35	No change	\$15.69	\$6.38 (hotel, restaurant) \$8.23 (bartenders)	CPI
Delaware ²³	\$15.00 by 2025	\$15.00	No change	\$13.25	\$2.23	Last step
Illinois ²⁴	\$15.00 by 2025	\$15.00	\$9.00	\$14.00	\$8.40	Last step
Maine ²⁵	\$12.00 by 2020	\$14.65	\$7.33	\$14.15	\$7.08	CPI
Michigan ^{5 vi}	\$12.05 by 2030 ^{vii}	\$10.56 <i>(see also Table 2)</i>	\$4.01	\$10.33	\$3.93	Step increase

^{iv} "One fair wage" refers to minimum wage policies that require employers to pay tipped workers the full minimum wage as their cash wage, with tips on top.

^v California Assembly Bill No. 1228, which was signed into law in 2023, approved a \$20.00 minimum wage for fast-food workers effective April 1, 2024, and created a Fast-Food Council with the ability to set future increases. At the time of this writing, the Council had not announced a wage increase for 2025.

^{vi} Michigan will raise its minimum wage twice in 2025: On January 1st, equal to \$10.56 (in accordance to the now invalidated Enrolled Senate Bill No. 1171,

<https://www.legislature.mi.gov/documents/2017-2018/publicact/htm/2018-PA-0368.htm>) and on February 21st, equal to \$12.48 in accordance with the Michigan Supreme Court ruling (<https://www.michigan.gov/leo/news/2024/10/01/michigan-minimum-wage-rate-2025-increase-schedule>).

^{vii} Refers to the now invalidated Enrolled Senate Bill No. 1171, <https://www.legislature.mi.gov/documents/2017-2018/publicact/htm/2018-PA-0368.htm>.

State and Local Minimum Wage Increases Effective January 1, 2025

Jurisdiction	Minimum Wage Law	2025 Minimum Wage	2025 Tipped Wage	Current Minimum Wage	Current Tipped Wage	Step Increase or CPI
Minnesota ²⁶ ^{viii}	\$7.75–\$9.50 by 2016	\$11.13	One fair wage	\$10.85 (large) \$8.85 (small)	One fair wage	CPI
Missouri ²⁷	\$15.00 by 2026	\$13.75	\$6.88	\$12.30	\$6.15	First step
Montana ²⁸	2006 Ballot Initiative	\$10.55	One fair wage	\$10.30	One fair wage	CPI
Nebraska ²⁹	\$15.00 by 2026	\$13.50	No change	\$12.00	\$2.13	Step increase
New Jersey ³⁰	\$15.00 by 2024–2030	\$15.49 (standard) \$14.53 (small, seasonal) \$13.40 (agricultural) \$18.49 (long-term care)	\$5.62	\$15.13 (standard) \$13.73 (small, seasonal) \$12.81 (agricultural) \$18.13 (long-term care)	\$5.26	CPI (standard & long-term care); step increase (all others)
New York ³¹	\$16.00–\$17.00 by 2026	\$16.50 (NYC & Long Island) \$15.50 (upstate)	\$10.35–\$13.75 depending on region & occupation; (hospitality only)	\$16.00 (NYC & Long Island) \$15.00 (upstate)	\$10.00–\$13.35 depending on region & occupation; (hospitality only)	Step increase
Ohio ³²	Constitutional Amendment (2006)	\$10.70	\$5.35	\$10.45	\$5.05	CPI
Rhode Island ³³	\$15.00 by 2025	\$15.00	No change	\$14.00	\$3.89	Last step
South Dakota ³⁴	\$8.50 by 2015	\$11.50	\$5.75	\$11.20	\$5.60	CPI
Vermont ³⁵	\$12.55 by 2022	\$14.01	\$7.01	\$13.67	\$6.84	CPI
Virginia ³⁶	\$12.00 by 2023	\$12.41	No change	\$12.00	\$2.13	CPI
Washington State ³⁷	\$13.50 by 2020	\$16.66	One fair wage	\$16.28	One fair wage	CPI

^{viii} In 2024, the Minnesota legislature voted to eliminate the lower wage for small employers, young workers, and J-1 visa holders, effective January 1, 2025 (<https://dli.mn.gov/news/minimum-wage-rate-adjusted-inflation-jan-1-2025>).

State and Local Minimum Wage Increases Effective January 1, 2025

Jurisdiction	Minimum Wage Law	2025 Minimum Wage	2025 Tipped Wage	Current Minimum Wage	Current Tipped Wage	Step Increase or CPI
LOCAL						
Flagstaff, AZ ³⁸	\$15.50 by 2022 & one fair wage by 2026	\$17.85	\$16.85	\$17.40	\$15.90	CPI
Tucson, AZ ³⁹	\$15.00 by 2025	\$15.00	\$12.00	\$14.35	\$11.35	Last step
Belmont, CA ⁴⁰	\$15.90 by 2021	\$18.30	One fair wage	\$17.35	One fair wage	CPI
Burlingame, CA ⁴¹	\$15.00 by 2021	\$17.43	One fair wage	\$17.03	One fair wage	CPI
Cupertino, CA ⁴²	\$15.00 by 2019	\$18.20	One fair wage	\$17.75	One fair wage	CPI
Daly City, CA ⁴³	\$15.00 by 2021	\$17.07	One fair wage	\$16.62	One fair wage	CPI
East Palo Alto, CA ⁴⁴	\$15.00 by 2021	\$17.45	One fair wage	\$17.00	One fair wage	CPI
El Cerrito, CA ⁴⁵	\$15.00 by 2019	\$18.34	One fair wage	\$17.92	One fair wage	CPI
Foster City, CA ⁴⁶	\$16.50 by 2023	\$17.39	One fair wage	\$17.00	One fair wage	CPI
Half Moon Bay, CA ⁴⁷	\$15.00 by 2021	\$17.47	One fair wage	\$17.01	One fair wage	CPI
Hayward, CA ⁴⁸	\$14.00–\$15.00 by 2021	\$17.36 (large) \$16.50 (small)	One fair wage	\$16.90 (large) \$16.00 (small)	One fair wage	CPI
Los Altos, CA ⁴⁹	\$15.00 by 2019	\$18.20	One fair wage	\$17.75	One fair wage	CPI
Menlo Park, CA ⁵⁰	\$15.00 by 2020	\$17.10	One fair wage	\$16.70	One fair wage	CPI
Mountain View, CA ⁵¹	\$15.00 by 2018	\$19.20	One fair wage	\$18.75	One fair wage	CPI
Novato, CA ⁵²	\$15.00 by 2020–2022	\$17.27 (very large) \$17.00 (large) \$16.42 (small)	One fair wage	\$16.86 (very large) \$16.60 (large) \$16.04 (small)	One fair wage	CPI
Oakland, CA ⁵³	\$12.25 by 2015; \$15.00–\$20.00 by 2019 (hotel)	\$16.89 (standard) \$18.36 (hotel with benefits) \$24.48 (hotel, no benefits)	One fair wage	\$16.50 (standard) \$17.94 (hotel with benefits) \$23.91 (hotel, no benefits)	One fair wage	CPI
Palo Alto, CA ⁵⁴	\$15.00 by 2019	\$18.20	One fair wage	\$17.80	One fair wage	CPI

State and Local Minimum Wage Increases Effective January 1, 2025

Jurisdiction	Minimum Wage Law	2025 Minimum Wage	2025 Tipped Wage	Current Minimum Wage	Current Tipped Wage	Step Increase or CPI
Petaluma, CA ⁵⁵	\$15.00 by 2020–2021	\$17.97	One fair wage	\$17.45	One fair wage	CPI
Redwood City, CA ⁵⁶	\$15.00 + CPI by 2020	\$18.20	One fair wage	\$17.70 ⁵⁷	One fair wage	CPI
Richmond, CA ⁵⁸	\$15.00 by 2019	\$17.77	One fair wage	\$17.20	One fair wage	CPI
San Carlos, CA ⁵⁹	\$15.00 + CPI by 2021	\$17.32	One fair wage	\$16.87	One fair wage	CPI
San Diego, CA ⁶⁰	\$11.50 by 2017	\$17.25	One fair wage	\$16.85	One fair wage	CPI
San Jose, CA ⁶¹	\$15.00 by 2019	\$17.95	One fair wage	\$17.55	One fair wage	CPI
San Mateo, CA ⁶²	\$15.00 by 2019–2020	\$17.95	One fair wage	\$17.35 ⁶³	One fair wage	CPI
San Mateo County, CA ⁶⁴	\$16.50 by 2023	\$17.46	One fair wage	\$17.06	One fair wage	CPI
Santa Clara, CA ⁶⁵	\$15.00 by 2019	\$18.20	One fair wage	\$17.75	One fair wage	CPI
Santa Rosa, CA ⁶⁶	\$15.00 by 2020–2021	TBD (\$17.45 + CPI)	One fair wage	\$17.45	One fair wage	CPI
Sonoma, CA ⁶⁷	\$16.00–\$17.00 by 2023	\$18.02 (large) \$16.96 (small)	One fair wage	\$17.60 (large) \$16.56 (small)	One fair wage	CPI
South San Francisco, CA ⁶⁸	\$15.00 by 2020	\$17.70	One fair wage	\$17.25	One fair wage	CPI
Sunnyvale, CA ⁶⁹	\$15.00 by 2018	\$19.00	One fair wage	\$18.55	One fair wage	CPI
West Hollywood, CA ⁷⁰	\$17.00–\$17.50 by 2023 (standard); \$17.64 by 2022 (hotel)	\$19.65 (standard) <i>(see also Table 2)</i>	One fair wage	\$19.08 (standard) \$19.61 (hotel)	One fair wage	CPI
Boulder, CO ⁷¹	\$18.17 by 2027	\$15.57	\$12.55	\$14.42 (<i>state rate</i>)	\$11.40 (<i>state rate</i>)	First step
Boulder County, CO ⁷²	\$25.00 by 2030	\$16.57	\$13.55	\$15.69	\$12.67	Step increase
Denver, CO ⁷³	\$15.87 by 2022	\$18.81	\$15.79	\$18.29	\$15.27	CPI
Edgewater, CO ⁷⁴	\$21.99 by 2028	\$16.52	\$13.50	\$15.02	\$12.00	Step increase
Portland, ME ⁷⁵	\$15.00 by 2024	\$15.50	\$7.75	\$15.00	\$7.50	CPI

State and Local Minimum Wage Increases Effective January 1, 2025

Jurisdiction	Minimum Wage Law	2025 Minimum Wage	2025 Tipped Wage	Current Minimum Wage	Current Tipped Wage	Step Increase or CPI
Rockland, ME	\$15.00 by 2024 ^{ix}	\$15.50 ⁷⁶	\$7.75	\$15.00 ⁷⁷	\$7.08	CPI
Howard County, MD ⁷⁸	\$16.00 by 2025–2026	\$16.00 (large) ^x	No change: \$3.63	\$16.00 (county empl.) \$15.00 (large & small)	\$3.63	Step increase
Minneapolis, MN ⁷⁹	\$15.00 by 2022–2024	\$15.97	One fair wage	\$15.57	One fair wage	CPI
St. Paul, MN ⁸⁰	\$15.00 by 2022–2027	\$15.97 (macro, large, city employees) <i>(see also Table 2)</i>	One fair wage	\$15.57 (macro, large, city employees) \$14.00 (small) \$12.25 (micro)	One fair wage	CPI
Las Cruces, NM ⁸¹	\$10.10 by 2019	\$12.65	\$5.06	\$12.36	\$4.95	CPI
Bellingham, WA ⁸²	\$2.00 above state wage floor by 2025	\$17.66 <i>(see also Table 2)</i>	One fair wage	\$17.28	One fair wage	Step increase ^{xi}
Burien, WA ⁸³	\$3.50–\$4.50 above state wage floor by 2025 ^{xii}	\$21.16 (large) <i>(see also Table 2)</i>	One fair wage	\$16.28 (state rate)	One fair wage	First step
King County, WA ⁸⁴	\$20.29 + CPI by 2025 (large); parity by 2030 (small)	\$20.29 (large) \$18.29 (mid & small with >\$2 mill revenue) \$17.29 (small)	One fair wage	\$16.28 (state rate)	One fair wage	First step
Renton, WA ⁸⁵	Tukwila's 2023 minimum wage + CPI by 2024–2025 ^{xiii}	\$20.90 (large) \$18.90 (mid-size) <i>(see also Table 2)</i>	One fair wage	\$20.29 (large) \$18.29 (mid-size)	One fair wage	Step increase

^{ix} Applies to employers with more than 25 employees only.

^x Employees of small businesses (defined as those with fewer than 15 workers, non-profits, state or federally funded home health care providers, and food service facilities) and the county government will not see an increase in 2025. The wage floors for these employers will remain at \$16.00 (county government) and \$15.00 (small businesses).

^{xi} Bellingham requires a minimum wage of \$1.00 above the state wage floor through April 30, 2025. On January 1, 2025, the state wage floor will increase to \$16.66, triggering an automatic increase to \$17.66.

^{xii} Applies to Burien employers with over 500 workers ("level 1" employers) and 21 to 499 workers ("level 2" employers) only.

^{xiii} Applies to Renton employers with 15 to 500 workers ("mid-size" employers) and over 500 workers ("large" employers) only.

State and Local Minimum Wage Increases Effective January 1, 2025

Jurisdiction	Minimum Wage Law	2025 Minimum Wage	2025 Tipped Wage	Current Minimum Wage	Current Tipped Wage	Step Increase or CPI
SeaTac, WA	\$15.00 by 2014	\$20.17 ⁸⁶	One fair wage	\$19.71 ⁸⁷	One fair wage	CPI
Seattle, WA ⁸⁸	\$15.00 by 2017–2021	\$20.76	One fair wage	\$19.97 (large; small not providing benefits) \$17.25 (small providing benefits)	One fair wage	CPI
Tukwila, WA ⁸⁹	Matches SeaTac wage floor by 2023 ^{xiv}	\$21.10 (large) \$20.10 (mid-size) <i>(see also Table 2)</i>	One fair wage	\$20.29 (large) \$19.29 (mid-size)	One fair wage	Step increase (mid-size); CPI (large)
Number of states raising the minimum wage to any level on January 1, 2025					21	From CPI: 14 ^{xv}
Number of cities and counties raising the minimum wage to any level on January 1, 2025					48	From CPI: 39 ^{xvi}
Number of states to reach or exceed \$15 per hour on January 1, 2025					8 ^{xvii}	
Number of cities and counties to reach or exceed \$15 per hour on January 1, 2025					47	
Number of states to reach or exceed \$17 per hour on January 1, 2025					2 ^{xviii}	
Number of cities and counties to reach or exceed \$17 per hour on January 1, 2025					38 ^{xix}	

^{xiv} Applies to Tukwila employers with 15 to 500 workers (“mid-size” employers) and over 500 workers (“large” employers) only.

^{xv} Includes New Jersey, which is implementing step increases for small employers, and seasonal and agricultural workers; and adjusting the wage floor for large employers and long-term care workers to match inflation.

^{xvi} Includes Tukwila, Washington, which is implementing step increases for mid-size employers, and adjusting the wage floor for large employers to match inflation.

^{xvii} Includes New Jersey, which has a wage floor under \$15.00 for some workers.

^{xviii} Includes California, which will have a minimum wage ranging from \$18.00 to \$23.00 for health care workers, and a standard wage floor under \$17.00; and New Jersey, which will have a \$18.49 minimum wage for long-term care workers, and minimum wages under \$17.00 for all others.

^{xix} Includes the California cities of Hayward, Novato, Oakland, and Sonoma which will have a minimum wage under \$17.00 for some workers.

Table 2. State and Local Minimum Wage Increases Later in 2025

State and Local Minimum Wage Increases Later in 2025							
Jurisdiction	Minimum Wage Law	2025 Minimum Wage	2025 Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step Increase or CPI
STATE							
Alaska ¹⁷	\$15.00 by 2027	\$13.00 <i>(see also Table 1)</i>	One fair wage	07/01/2025	\$11.73	One fair wage	First step
California (<i>Health Care</i>) ²⁰	\$25.00 by 2026–2033	\$18.63 ^{xx} –\$24.00 (depending on type of facility) <i>(see also Table 1)</i>	n/a	07/01/2025	\$18.00–\$23.00 (depending on type of facility)	n/a	Step increase
Florida ⁹⁰	\$15.00 by 2026	\$14.00	\$10.98	09/30/2025	\$13.00	\$9.98	Step increase
Michigan ⁵	\$12.00 by 2022 & one fair wage by 2030 ^{xxi}	\$12.48 <i>(see also Table 1)</i>	\$5.99	02/21/2025	\$10.33	\$3.93	First step
Oregon ⁹¹	\$12.50–\$14.75 by 2022	TBD (\$13.70–\$15.95 + CPI)	One fair wage	07/01/2025	\$15.95 (Portland) \$14.70 (standard) \$13.70 (rural)	One fair wage	CPI
LOCAL							
Alameda, CA ⁹²	\$15.00 by 2020	TBD (\$17.00 + CPI)	One fair wage	07/01/2025	\$17.00	One fair wage	CPI
Berkeley, CA ⁹³	\$15.00 by 2018	TBD (\$18.67 + CPI)	One fair wage	07/01/2025	\$18.67	One fair wage	CPI

^{xx} NELP estimate.

^{xxi} Refers to the 2018 minimum wage ballot proposal, which was adopted by a Republican legislature with the intention of gutting it—i.e., amend the measure to lengthen the timeline, remove the provision that phased out the tipped credit over time, and remove the inflation adjustment provision. This “adopt and amend” tactic was later found unconstitutional by the Michigan Supreme Court in a July 2024 opinion. The original ballot was reinstated by the Court, with a modified increase schedule. See: [https://ballotpedia.org/Michigan_Minimum_Wage_Increase_Initiative_\(2018\)](https://ballotpedia.org/Michigan_Minimum_Wage_Increase_Initiative_(2018)).

State and Local Minimum Wage Increases Later in 2025

Jurisdiction	Minimum Wage Law	2025 Minimum Wage	2025 Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step Increase or CPI
Emeryville, CA ⁹⁴	\$15.00 by 2018–2019	TBD (\$19.36 + CPI)	One fair wage	07/01/2025	\$19.36	One fair wage	CPI
Fremont, CA ⁹⁵	\$15.00 by 2020–2021	TBD (\$17.30 + CPI)	One fair wage	07/01/2025	\$17.30	One fair wage	CPI
Los Angeles, CA ⁹⁶	\$15.00 by 2020–2021	TBD (\$17.28 + CPI, standard) TBD (\$20.32 + CPI, hotel)	One fair wage	07/01/2025	\$17.28 (standard) \$20.32 (hotel)	One fair wage	CPI
Los Angeles County, CA ⁹⁷	\$15.00 by 2020–2021	TBD (\$17.27 + CPI)	One fair wage	07/01/2025	\$17.27	One fair wage	CPI
Malibu, CA ⁹⁸	\$15.00 by 2020–2021	TBD (\$17.27 + CPI)	One fair wage	07/01/2025	\$17.27	One fair wage	CPI
Milpitas, CA ⁹⁹	\$15.00 by 2019	TBD (\$17.70 + CPI)	One fair wage	07/01/2025	\$17.70	One fair wage	CPI
Pasadena, CA ¹⁰⁰	\$15.00 by 2020–2021	TBD (\$17.50 + CPI)	One fair wage	07/01/2025	\$17.50	One fair wage	CPI
San Francisco, CA ¹⁰¹	\$15.00 by 2018	TBD (\$18.67 + CPI)	One fair wage	07/01/2025	\$18.67	One fair wage	CPI
Santa Monica, CA ¹⁰²	\$15.00 by 2020–2021 (standard); \$15.37 by 2017 (hotel)	TBD (\$17.27 + CPI, standard) TBD (\$20.32 + CPI, hotel)	One fair wage	07/01/2025	\$17.27 (standard) \$20.32 (hotel)	One fair wage	CPI
West Hollywood, CA ⁷⁰	\$17.00–\$17.50 by 2023; \$17.64 by 2022 (hotel)	TBD (\$19.61 + CPI, hotel) <i>(see also Table 1)</i>	One fair wage	07/01/2025	\$19.08 (standard) \$19.61 (hotel)	One fair wage	CPI
Washington, DC ¹⁰³	\$15.00 by 2020; one fair wage by 2027	TBD (\$17.50 + CPI)	\$12.00	07/01/2025	\$17.50	\$10.00	CPI (standard); step increase (tipped)
Chicago, IL ¹⁰⁴	\$15.00 by 2021–2024; one fair wage by 2028	TBD (\$16.20 + CPI)	TBD (76% of standard minimum wage)	07/01/2025	\$16.20	\$11.02	CPI (standard); step increase (tipped)

State and Local Minimum Wage Increases Later in 2025

Jurisdiction	Minimum Wage Law	2025 Minimum Wage	2025 Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step Increase or CPI
Cook County, IL ¹⁰⁵	\$13.00 by 2020	TBD (\$14.05 + CPI)	TBD	07/01/2025	\$14.05	\$8.40	CPI
Montgomery County, MD ¹⁰⁶	\$15.00 by 2021–2024	TBD (\$17.15 + CPI, large) TBD (\$15.50 + CPI + up to 1%, mid-size) TBD (\$15.00 + CPI + up to 1%, small)	No change: \$4.00	07/01/2025	\$17.15 (large) \$15.50 (mid-size) \$15.00 (small)	\$4.00	CPI
St. Paul, MN ⁸⁰	\$15.00 by 2023–2027	\$15.00 (small) \$13.25 (micro) <i>(see also Table 1)</i>	One fair wage	07/01/2025	\$15.57 (macro, large, city employees) \$14.00 (small) \$12.25 (micro)	One fair wage	Step increase
Santa Fe, NM ¹⁰⁷	\$9.50 by 2006	TBD (\$14.60 + CPI)	No change: \$3.00	03/01/2025	\$14.60	\$3.00	CPI
Santa Fe County, NM ¹⁰⁸	\$10.66 by 2014	TBD (\$14.60 + CPI)	TBD (30% of full minimum wage)	03/01/2025	\$14.60	\$4.38	CPI
Bellingham, WA ⁸²	\$2.00 above state wage floor by 2025 \$3.50–\$4.50 above state wage floor by 2025	\$18.66 <i>(see also Table 1)</i>	One fair wage	05/01/2025	\$17.28	One fair wage	Last step
Burien, WA ⁸³	Tukwila's 2023 minimum wage + CPI by 2024–2025	\$20.16 (mid-size) <i>(see also Table 1)</i>	One fair wage	07/01/2025	\$16.28 (state rate)	One fair wage	Step increase
Renton, WA ⁸⁵	Matches SeaTac wage floor by 2023	\$19.90 (mid-size) <i>(see also Table 1)</i>	One fair wage	07/01/2025	\$20.29 (large) \$18.29 (mid-size)	One fair wage	Step increase
Tukwila, WA ⁸⁹	Matches SeaTac wage floor by 2023	\$21.10 (mid-size) <i>(see also Table 1)</i>	One fair wage	07/01/2025	\$20.29 (large) \$19.29 (mid-size)	One fair wage	Last step (mid-size); CPI (large)

State and Local Minimum Wage Increases Later in 2025

Number of states raising the minimum wage to any level later in 2025	5 ^{xxii}	CPI: 1
Number of cities and counties raising the minimum wage to any level later in 2025	23 ^{xxiii}	CPI: 19 ^{xxiv}
Number of states to reach or exceed \$15 per hour later in 2025	2 ^{xxv}	
Number of cities and counties to reach or exceed \$15 per hour later in 2025	20 ^{xxvi xxvii}	
Number of states to reach or exceed \$17 per hour later in 2025	1 ^{xxviii}	
Number of cities and counties to reach or exceed \$17 per hour later in 2025	18 ^{xxix}	

^{xxii} Includes Alaska, California, and Michigan, which will raise their minimum wages twice in 2025 (on January 1st and later in 2025) for some or all workers. Therefore, they are also listed in Table 1.

^{xxiii} Includes West Hollywood, California; Saint Paul, Minnesota; and the Washington cities of Bellingham, Burien, Renton, and Tukwila, which will raise their minimum wages twice in 2025 (on January 1st and later in 2025) for some or all workers. Therefore, they are also listed in Table 1.

^{xxiv} Includes the District of Columbia and Chicago, Illinois which will adjust their standard minimum wages to account for inflation while they phase out their subminimum tipped wage through step increases; and Tukwila, Washington, which will raise its minimum wage for large employers to account for inflation while it continues to raise the wage floor for mid-size employers through step increases.

^{xxv} Includes California and Oregon, which have a wage floor under \$15.00 for some workers.

^{xxvi} This figure may increase to 22 if the inflation adjusted minimum wages in the city of Santa Fe and the county of Santa Fe, New Mexico, increase to at least \$15.00.

^{xxvii} Includes Saint Paul, Minnesota, which has a wage floor under \$15.00 for some workers.

^{xxviii} Includes California, which will have a minimum wage above \$17.00 for health care workers (and fast-food workers), and a standard minimum wage under \$17.00.

^{xxix} Includes Montgomery County, Maryland, which will have a minimum wage under \$17.00 for some employers.

Table 3. States, Cities, and Counties with Wage Floors Above \$15 for Some or All Employers in 2025

States, Cities, and Counties with Wage Floors <i>Above</i> \$15 for Some or All Employers in 2025			
Jurisdiction	2025 Minimum Wage	Effective Date	Step Increase or CPI
STATE			
California	\$16.50 (standard) \$18.00–\$24.00 (health care)	01/01/2025 & 07/01/2025	CPI (standard); step increase (health care)
Connecticut	\$16.35	01/01/2025	CPI
New Jersey	\$15.49 (standard) \$14.53 (small & seasonal) \$13.40 (agricultural) \$18.49 (long-term care)	01/01/2025	CPI (standard & long-term care); step increase (all others)
New York	\$16.50 (NYC & Long Island) \$15.50 (upstate)	01/01/2025	Step increase
Oregon	TBD (\$15.95 + CPI Portland) TBD (\$14.70 + CPI standard) TBD (\$13.70 + CPI rural)	07/01/2025	CPI
Washington State	\$16.66	01/01/2025	CPI
LOCAL			
Flagstaff, AZ	\$17.85	01/01/2025	CPI
Alameda, CA	TBD (\$17.00 + CPI)	07/01/2025	CPI
Belmont, CA	\$18.30	01/01/2025	CPI
Berkeley, CA	TBD (\$18.67 + CPI)	07/01/2025	CPI
Burlingame, CA	\$17.43	01/01/2025	CPI
Cupertino, CA	\$18.20	01/01/2025	CPI
Daly City, CA	\$17.07	01/01/2025	CPI
East Palo Alto, CA	\$17.45	01/01/2025	CPI
El Cerrito, CA	\$18.34	01/01/2025	CPI
Emeryville, CA	TBD (\$19.36 + CPI)	07/01/2025	CPI
Foster City, CA	\$17.39	01/01/2025	CPI
Fremont, CA	TBD (\$17.30 + CPI)	07/01/2025	CPI
Half Moon Bay, CA	\$17.47	01/01/2025	CPI
Hayward, CA	\$17.36 (large) \$16.50 (small)	01/01/2025	CPI
Los Altos, CA	\$18.20	01/01/2025	CPI
Los Angeles, CA	TBD (\$17.28 + CPI, standard) TBD (\$20.32 + CPI, hotel)	07/01/2025	CPI
Los Angeles County, CA	TBD (\$17.27 + CPI)	07/01/2025	CPI
Malibu, CA	TBD (\$17.27 + CPI)	07/01/2025	CPI
Menlo Park, CA	\$17.10	01/01/2025	CPI
Milpitas, CA	TBD (\$17.70 + CPI)	07/01/2025	CPI
Mountain View, CA	\$19.20	01/01/2025	CPI

States, Cities, and Counties with Wage Floors *Above* \$15 for Some or All Employers in 2025

Jurisdiction	2025 Minimum Wage	Effective Date	Step Increase or CPI
STATE			
Novato, CA	\$17.27 (very large) \$17.00 (large) \$16.42 (small)	01/01/2025	CPI
Oakland, CA	\$16.89 (standard) \$17.36 (hotel with benefits) \$24.48 (hotel, no benefits)	01/01/2025	CPI
Palo Alto, CA	\$18.20	01/01/2025	CPI
Pasadena, CA	TBD (\$17.50 + CPI)	07/01/2025	CPI
Petaluma, CA	\$17.97	01/01/2025	CPI
Redwood City, CA	\$18.20	01/01/2025	CPI
Richmond, CA	\$17.77	01/01/2025	CPI
San Carlos, CA	\$17.32	01/01/2025	CPI
San Diego, CA	\$17.25	01/01/2025	CPI
San Francisco, CA	TBD (\$18.67 + CPI)	07/01/2025	CPI
San Jose, CA	\$17.95	01/01/2025	CPI
San Mateo, CA	\$17.95	01/01/2025	CPI
San Mateo County, CA	\$17.46	01/01/2025	CPI
Santa Clara, CA	\$18.20	01/01/2025	CPI
Santa Monica, CA	TBD (\$17.27 + CPI, standard) TBD (\$20.32 + CPI, hotel)	07/01/2025	CPI
Santa Rosa, CA	TBD (\$17.45 + CPI)	01/01/2025	CPI
Sonoma, CA	\$18.02 (large) \$16.96 (small)	01/01/2025	CPI
South San Francisco, CA	\$17.70	01/01/2025	CPI
Sunnyvale, CA	\$19.00	01/01/2025	CPI
West Hollywood, CA	\$19.65 (standard) TBD (\$19.61 + CPI, hotel)	01/01/2025 & 07/01/2025	CPI
Boulder, CO	\$15.57	01/01/2025	Step increase
Boulder County, CO	\$16.57	01/01/2025	Step increase
Denver, CO	\$18.81	01/01/2025	CPI
Edgewater, CO	\$16.52	01/01/2025	Step increase
Washington, DC	TBD (\$17.50 + CPI)	07/01/2025	CPI
Chicago, IL	TBD (\$16.20 + CPI)	07/01/2025	CPI
Portland, ME	\$15.50	01/01/2025	CPI
Rockland, ME	\$15.50	01/01/2025	CPI
Howard County, MD	\$16.00 (large)	01/01/2025	Step increase
Montgomery County, MD	TBD (\$17.15 + CPI, large) TBD (\$15.50 + CPI, mid-size) TBD (\$15.00 + CPI, small)	07/01/2025	CPI
Minneapolis, MN	\$15.97	01/01/2025	CPI
St. Paul, MN	\$15.97 (large, city) \$15.00 (small)	01/01/2025 & 07/01/2025	Step increase & CPI

States, Cities, and Counties with Wage Floors *Above* \$15 for Some or All Employers in 2025

Jurisdiction	2025 Minimum Wage	Effective Date	Step Increase or CPI
STATE			
	\$13.25 (micro)		
Bellingham, WA	\$17.66 & \$18.66	01/01/2025 & 05/01/2025	Step increase
Burien, WA	\$21.16 (large) \$20.26 (mid-size)	01/01/2025 & 07/01/2025	Step increase
King County, WA	\$20.29 (large) \$18.29 (mid-size) \$17.29 (small)	01/01/2025	Step increase
Renton, WA	\$20.90 (large) \$18.90 & \$19.90 (mid-size)	01/01/2025 & 07/01/2025	Step increase
SeaTac, WA	\$20.17	01/01/2025	CPI
Seattle, WA	\$20.76	01/01/2025	CPI
Tukwila, WA	\$21.10 (large & mid-size) \$20.10 (mid-size)	01/01/2025 & 07/01/2025	Step increase & CPI
Number of <i>states</i> with wage floors <i>above</i> \$15 for some or all employers in 2025			6
Number of <i>localities</i> with wage floors <i>above</i> \$15 for some or all employers in 2025			60
Number of <i>states</i> with wage floors <i>at or above</i> \$17 for some or all employers in 2025			2
Number of <i>localities</i> with wage floors <i>at or above</i> \$17 for some or all employers in 2025			51

Photo credit: Together Colorado



Table 4. Jurisdictions with Minimum Wages Above \$7.25 Not Raising Wages in 2025

Jurisdictions with Minimum Wages Above \$7.25 Not Raising Wages in 2025			
Jurisdiction	Current Minimum Wage	Date of Last Increase	Reason
Arkansas	\$11.00	2021	No CPI provision
Hawaii	\$14.00	2024	Skips 2025; resumes in 2026
Maryland	\$15.00	2024	No CPI provision
Massachusetts	\$15.00	2023	No CPI provision
Nevada	\$12.00	2024	No CPI provision
New Mexico	\$12.00	2023	No CPI provision
West Virginia	\$8.75	2016	No CPI provision



Photo credit: Missouri Workers Center

Endnotes

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