

STATE	MINIMUM WAGE PER HOUR	EXEMPT THRESHOLD PER WEEK	NOTES
Alabama	\$7.25		
Alaska	\$11.91	\$952.80	<u>For Hourly:</u> Increasing to \$13.00 on 7/1/2025  <u>For Salary:</u> Increasing to \$1,040 7/1/2025
Arizona	\$14.70		<u>For Hourly:</u> - Flagstaff (\$17.85) - Tucson (\$15.00)
Arkansas	\$11.00		
California	\$16.50	\$1,320.00	<u>For Hourly:</u> *Connect with your Human Capital Consultant for specific job, company size, or city minimum wage rate requirement.
Colorado	\$14.81	\$1,086.25	<u>For Hourly:</u> - Boulder County (\$16.57) - City of Boulder (\$15.57) - City of Edgewater (\$16.52) - Denver (\$18.81)
Connecticut	\$16.35		
Washington, D.C.	\$17.50		<u>For Hourly:</u> Increasing to \$17.95 on 7/1/2025
Delaware	\$15.00		
Florida	\$13.00		<u>For Hourly:</u> Increasing to \$14.00 on 9/30/2025 and \$15.00 on 9/30/2026
Georgia	\$5.15***		Employers subject to FLSA must pay the \$7.25 Federal minimum wage
Hawaii	\$14.00		<u>For Hourly:</u> Increasing to \$16.00 on 1/1/2026 and \$18.00 on 1/1/2028
Idaho	\$7.25		
Illinois	\$15.00		<u>For Hourly:</u> - Chicago (\$16.20) - Cook County (\$15.00)  *Connect with your Human Capital Consultant for annual increase details.
Indiana	\$7.25		
Iowa	\$7.25		
Kansas	\$7.25		
Kentucky	\$7.25		
Louisiana	No Minimum Wage - Federal Law applies (\$7.25)		
Maine	\$14.65	\$845.21	<u>For Hourly:</u> - Portland (\$15.50) - Rockland (\$15.50)
Maryland	\$15.00		<u>For Hourly:</u> - Howard County (\$16.00) *Increasing on 1/1/2026 and 7/1/2026 depending on company size. Connect with your Human Capital Consultant for increase details. - Montgomery County (\$17.15) *Connect with your Human Capital Consultant for annual increase details.
Massachusetts	\$15.00		
Minnesota	\$11.13***		<u>For Hourly:</u> - Minneapolis (\$15.97) *Connect with your Human Capital Consultant for annual increase details. - St. Paul (\$15.97)****
Mississippi	No Minimum Wage - Federal Law applies (\$7.25)		
Michigan	\$12.48		<u>For Hourly:</u> Increasing to \$12.48 on 2/21/2025
Missouri	\$13.75		<u>For Hourly:</u> *Connect with your Human Capital Consultant for annual increase details.
Montana	\$10.55		<u>For Hourly:</u> *Connect with your Human Capital Consultant for annual increase details.
Nebraska	\$13.50		<u>For Hourly:</u> Increasing to \$15.00 on 1/1/2026. *Connect with your Human Capital Consultant for annual increase details.

■ Nevada	\$12.00		
■ New Hampshire	\$7.25		
■ New Jersey	15.49****		<u>For Hourly:</u> *Connect with your Human Capital Consultant for annual increase details.
■ New Mexico	\$12.00		<u>For Hourly:</u> - Albuquerque (\$12.00) - Santa Fe (\$15.00) - Santa Fe County (\$15.00) *Connect with your Human Capital Consultant for annual increase details for each city.
■ New York	\$15.50****	\$1,161.65	<u>For Hourly:</u> Increasing to \$16.00 on 1/1/2026 - New York City, Long Island, and Westchester \$16.50 and \$17.00 on 1/1/2026  <u>For Salary:</u> \$1,237.50 per week for employees who work in Nassau, Suffolk and Westchester counties and in New York City for any size employer.
■ North Carolina	\$7.25		
■ North Dakota	\$7.25		
■ Ohio	\$10.70		
■ Oklahoma	\$7.25		
■ Oregon	\$14.70		<u>For Hourly:</u> - Portland Metro (\$15.95) - Nonurban Counties (\$13.70)  *Connect with your Human Capital Consultant for annual increase details.
■ Pennsylvania	\$7.25		
■ Rhode Island	\$15.00		<u>For Hourly:</u> *Connect with your Human Capital Consultant for annual increase details.
■ South Carolina	No Minimum Wage - Federal Law applies (\$7.25)		
■ South Dakota	\$11.50		<u>For Hourly:</u> *Connect with your Human Capital Consultant for annual increase details.
■ Tennessee	No Minimum Wage - Federal Law applies (\$7.25)		
■ Texas	\$7.25		
■ Utah	\$7.25		
■ Vermont	\$14.01		<u>For Hourly:</u> *Connect with your Human Capital Consultant for annual increase details.
■ Virginia	\$12.41		
■ Washington	\$16.66****	\$1,332.80 or \$1,499.40*	<u>For Hourly:</u> *Connect with your Human Capital Consultant for specific job, company size, or city minimum wage rate requirement.  <u>For Salary:</u> *Employers with 50 or fewer employees: At least \$1,332.80 per week. Larger employers: \$1,499.40 per week.
■ West Virginia	\$8.75		
■ Wisconsin	\$7.25		
■ Wyoming	\$5.15		Employers sujct to FLSA must pay the \$7.25 Federal minimum wage.

\*\*If your business operations provide tipped wages, connect with your Human Capital Consultant for specific minimum tipped wage requirements

\*\*\*Connect with your Human Capital Consultant for specific minimum wage requirements for employees in training and/or under a specified age.

\*\*\*\*Minimum wage rate varies depending on the employer size or type of employment. Connect with your Human Capital Consultants for specifics.