


























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

 Nevada	\$12.00		
 New Hampshire	\$7.25		
 New Jersey	15.49****		For Hourly: *Connect with your Human Capital Consultant for annual increase details.
 New Mexico	\$12.00		For Hourly: - 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	For Hourly: Increasing to \$16.00 on 1/1/2026 - New York City, Long Island, and Westchester \$16.50 and \$17.00 on 1/1/2026 For Salary: \$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		For Hourly: - 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		For Hourly: *Connect with your Human Capital Consultant for annual increase details.
 South Carolina	No Minimum Wage - Federal Law applies (\$7.25)		
 South Dakota	\$11.50		For Hourly: *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		For Hourly: *Connect with your Human Capital Consultant for annual increase details.
 Virginia	\$12.41		
 Washington	\$16.66****	\$1,332.80 or \$1,499.40*	For Hourly: *Connect with your Human Capital Consultant for specific job, company size, or city minimum wage rate requirement. For Salary: *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 subject 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.