



STATE AND LOCAL MINIMUM WAGE RATES

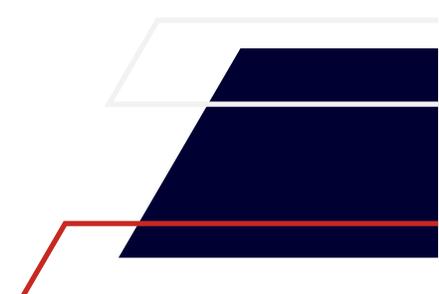
Current as of April 20, 2025

The following chart shows the current minimum wage for non-tipped and tipped employees and the next scheduled increase (if any) for each state, the District of Columbia, various U.S. territories / commonwealths and numerous local jurisdictions. Rates listed in black were enacted by federal, state, district, territory, or commonwealth law. Rates listed in red were enacted by city or county ordinance. Note that minimum wages that may be paid to individuals under a certain age (e.g., youth wage), to employees during a “training” period, or to employees working for a non-profit are not reflected. *

State / Local	Current Minimum Wage Per Hour	Current Tipped Employee Cash Wage Per Hour	Next Scheduled Increase Minimum Wage Per Hour	Next Scheduled Increase Tipped Employee Cash Wage Per Hour
Alabama	\$7.25	\$2.13	None	None
Alaska	\$11.91	\$11.91	\$13.00 (7/1/25) \$14.00 (7/1/26) \$15.00 (7/1/27)	\$13.00 (7/1/25) \$14.00 (7/1/26) \$15.00 (7/1/27)
Arizona	\$14.70	\$11.70	1/1/26	1/1/26
Flagstaff	\$17.85	\$16.85	1/1/26	1/1/26
Tucson	\$15.00	\$12.00	1/1/26	1/1/26
Arkansas	\$11.00	\$2.63	None	None
California	\$16.50	\$16.50	1/1/26	1/1/26
California Fast Food Workers	\$20.00	\$20.00	Not Yet Announced	Not Yet Announced
California – Health Care Workers (Hospital or integrated health system with 10,000 or more full-time employees (including skilled nursing facilities operated by these employers)	\$23.00	\$23.00	\$24.00 (7/1/25) \$25.00 (7/1/26) 1/1/28: adjusted for inflation each year	\$24.00 (7/1/25) \$25.00 (7/1/26) 1/1/28 adjusted for inflation each year

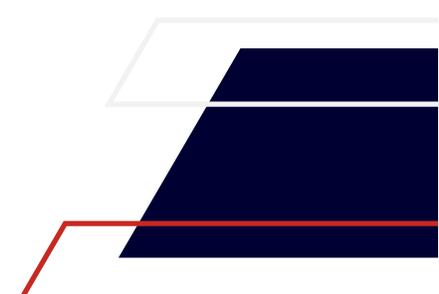
State / Local	Current Minimum Wage Per Hour	Current Tipped Employee Cash Wage Per Hour	Next Scheduled Increase Minimum Wage Per Hour	Next Scheduled Increase Tipped Employee Cash Wage Per Hour
California – Health Care Worker (Dialysis Clinics)	\$23.00	\$23.00	\$24.00 (7/1/25) \$25.00 (7/1/26) 1/1/28: adjusted for inflation each year	\$24.00 (7/1/25) \$25.00 (7/1/26) 1/1/28: adjusted for inflation each year
California – Health Care Workers (Safety Net Hospitals - List of Hospitals).	\$18.00	\$18.00	6/1/25 – 6/30/33: increases 3.5% each year \$25.00 (7/1/33) 1/1/35: adjusted for inflation each year	6/1/25 – 6/30/33: increases 3.5% each year \$25.00 (7/1/33) 1/1/35: adjusted for inflation each year
California – Health Care Workers (Intermittent clinics, community clinics, rural health clinics, or urgent care clinics associated with community or rural health clinics)	\$21.00	\$21.00	\$22.00 (7/1/26) \$25.00 (7/1/27) 1/1/29: adjusted for inflation each year	\$22.00 (7/1/26) \$25.00 (7/1/27) 1/1/29: adjusted for inflation each year
California – Health Care Workers (All other covered health care facilities not listed in the other categories and not run by Counties)	\$21.00	\$21.00	\$23.00 (7/1/26) \$25.00 (7/1/28) 1/1/30: adjusted each year for inflation	\$23.00 (7/1/26) \$25.00 (7/1/28) 1/1/30: adjusted each year for inflation
California – Health Care Workers (Covered Health Care Facilities run by Large Counties (more than five million people as of 1/1/23))	\$23.00	\$23.00	\$24.00 (7/1/25) \$25.00 (7/1/26) 1/1/28: adjusted for inflation each year	\$24.00 (7/1/25) \$25.00 (7/1/26) 1/1/28: adjusted for inflation each year

State / Local	Current Minimum Wage Per Hour	Current Tipped Employee Cash Wage Per Hour	Next Scheduled Increase Minimum Wage Per Hour	Next Scheduled Increase Tipped Employee Cash Wage Per Hour
California – Health Care Workers (Covered Health Care Facilities run by Medium Sized Counties (250,000 to five million people as of 1/1/23))	\$21.00	\$21.00	\$23.00 (7/1/26) \$25.00 (7/1/28) 1/1/30: adjusted for inflation each year	\$23.00 (7/1/26) \$25.00 (7/1/28) 1/1/30: adjusted for inflation each year
California – Health Care Workers (Covered Health Care Facilities run by Small Counties (less than 250,000 people as of 1/1/23))	\$18.00	\$18.00	7/1/25 to 6/30/33: increases 3.5% each year \$25.00 (7/1/33) 1/1/35: adjusted each year for inflation	7/1/25 to 6/30/33: increases 3.5% each year \$25.00 (7/1/33) 1/1/35: adjusted each year for inflation
California – Health Care Workers (Skilled Nursing facilities not owned, operated, or controlled by a hospital, integrated health care delivery system, or health care system: **Only takes effect if a patient care minimum spending requirement is passed	\$16.00	\$16.00	Schedule <u>if</u> a patient care minimum spending requirement is passed: Once spending requirement passed to 6/30/26: \$21 7/1/26 to 6/30/28: \$23 7/1/28 to 12/31/29: \$25 1/1/30: adjusted for inflation each year	Schedule <u>if</u> a patient care minimum spending requirement is passed: Once spending requirement passed to 6/30/26: \$21 7/1/26 to 6/30/28: \$23 7/1/28 to 12/31/29: \$25 1/1/30: adjusted for inflation each year
Alameda City	\$17.00	\$17.00	7/1/25	7/1/25
Belmont	\$18.30	\$18.30	1/1/26	1/1/26
Berkeley	\$18.67	\$18.67	7/1/25	7/1/25
Burlingame	\$17.48	\$17.48	1/1/26	1/1/26



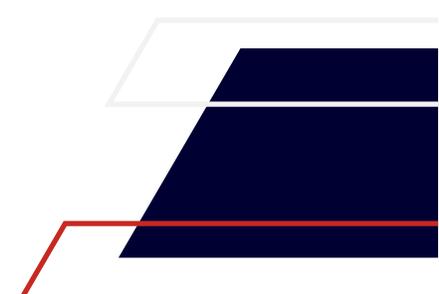
State / Local	Current Minimum Wage Per Hour	Current Tipped Employee Cash Wage Per Hour	Next Scheduled Increase Minimum Wage Per Hour	Next Scheduled Increase Tipped Employee Cash Wage Per Hour
Cupertino	\$18.20	\$18.20	1/1/26	1/1/26
Daly City	\$17.07	\$17.07	1/1/26	1/1/26
East Palo Alto	\$17.45	\$17.45	1/1/26	1/1/26
El Cerrito	\$18.34	\$18.34	1/1/26	1/1/26
Emeryville	\$19.36	\$19.36	\$19.90 (7/1/25)	\$19.90 (7/1/25)
Fremont	\$17.30	\$17.30	\$17.75 (7/1/25)	\$17.75 (7/1/25)
Foster City	\$17.39	\$17.39	1/1/26	1/1/26
Glendale (Hotel Workers)	\$20.32 - hotels with 60 or more rooms	\$20.32- hotels with 60 or more rooms	7/1/25 (hotels with 60 or more rooms)	7/1/25 (hotels with 60 or more rooms)
Half Moon Bay	\$17.47	\$17.47	1/1/26	1/1/26
Hayward (26 or more employees)	\$17.36	\$17.36	1/1/26	1/1/26
Hayward (25 or less employees)	\$16.50	\$16.50	1/1/26	1/1/26
Long Beach – other than hotel/ concessionaire workers	\$16.50	\$16.50	1/1/26	1/1/26
Long Beach (Hotel Workers)	\$23.00	\$23.00	7/1/25	7/1/25
Long Beach (Concessionaire Workers)	\$17.97	\$17.97	7/1/25	7/1/25

State / Local	Current Minimum Wage Per Hour	Current Tipped Employee Cash Wage Per Hour	Next Scheduled Increase Minimum Wage Per Hour	Next Scheduled Increase Tipped Employee Cash Wage Per Hour
Los Altos	\$18.20	\$18.20	1/1/26	1/1/26
Los Angeles (City)	\$17.28	\$17.28	\$17.87 (7/1/25)	\$17.87 (7/1/25)
Los Angeles (City) Hotel Workers	\$20.32 - hotels with 60 or more rooms	\$20.32 -hotels with 60 or more rooms	7/1/25 (hotels with 60 or more rooms)	7/1/25 (hotels with 60 or more rooms)
Los Angeles (Unincorporated County)	\$17.27	\$17.27	\$17.81 (7/1/25)	\$17.81 (7/1/25)
Malibu	\$17.27	\$17.27	7/1/25	7/1/25
Menlo Park	\$17.10	\$17.10	1/1/26	1/1/26
Milpitas	\$17.70	\$17.70	7/1/25	7/1/25
Mountain View	\$19.20	\$19.20	1/1/26	1/1/26
Novato (100 or more EEs)	\$17.27	\$17.27	1/1/26	1/1/26
Novato (26-99 EEs)	\$17.00	\$17.00	1/1/26	1/1/26
Novato (25 or less EEs)	\$16.50	\$16.50	1/1/26	1/1/26
Oakland	\$16.89	\$16.89	1/1/26	1/1/26
Oakland Hotel Workers with Health Benefits	\$18.36	\$18.36	1/1/26	1/1/26
Oakland Hotel Workers without Health Benefits	\$24.48	\$24.48	1/1/26	1/1/26



State / Local	Current Minimum Wage Per Hour	Current Tipped Employee Cash Wage Per Hour	Next Scheduled Increase Minimum Wage Per Hour	Next Scheduled Increase Tipped Employee Cash Wage Per Hour
Palo Alto	\$18.20	\$18.20	1/1/26	1/1/26
Pasadena	\$17.50	\$17.50	7/1/25	7/1/25
Petaluma	\$17.97	\$17.97	1/1/26	1/1/26
Redwood City	\$18.20	\$18.20	1/1/26	1/1/26
Richmond (if employers does not pay toward medical benefits)	\$17.77	\$17.77	1/1/26	1/1/26
Richmond (if employer pays at least \$1.50 per hour toward medical benefits)	\$16.27	\$16.27	1/1/26	1/1/26
San Carlos	\$17.32	\$17.32	1/1/26	1/1/26
San Diego	\$17.25	\$17.25	1/1/26	1/1/26
San Francisco	\$18.67	\$18.67	\$19.18 (7/1/25)	\$19.18 (7/1/25)
San Jose	\$17.95	\$17.95	1/1/26	1/1/26
Santa Clara	\$18.20	\$18.20	1/1/26	1/1/26
San Mateo	\$17.95	\$17.95	1/1/26	1/1/26
San Mateo County (Unincorporated Areas)	\$17.46	\$17.46	1/1/26	1/1/26

State / Local	Current Minimum Wage Per Hour	Current Tipped Employee Cash Wage Per Hour	Next Scheduled Increase Minimum Wage Per Hour	Next Scheduled Increase Tipped Employee Cash Wage Per Hour
Santa Monica	\$17.27	\$17.27	\$17.81 (7/1/25)	\$17.81 (7/1/25)
Santa Monica (Hotel EEs)	\$20.32	\$20.32	7/1/25	7/1/25
Santa Rosa	\$17.87	\$17.87	1/1/26	1/1/26
Sonoma (26 or more EEs)	\$18.02	\$18.02	1/1/26	1/1/26
Sonoma (25 or less EEs)	\$16.96	\$16.96	1/1/26	1/1/26
South San Francisco	\$17.70	\$17.70	1/1/26	1/1/26
Sunnyvale	\$19.00	\$19.00	1/1/26	1/1/26
West Hollywood	\$19.65	\$19.65	1/1/26	1/1/26
West Hollywood (Hotel Employees)	\$19.61	\$19.61	\$20.22 (7/1/25)	\$20.22 (7/1/25)
Colorado	\$14.81	\$11.79	1/1/26	1/1/26
Boulder County	\$16.57	\$13.55	\$17.99 (1/1/26) \$19.53 (1/1/27) \$21.21 (1/1/28) \$23.03 (1/1/29) \$25.00 (1/1/30)	\$14.97 (1/1/26) \$16.51 (1/1/27) \$18.19 (1/1/28) \$20.01 (1/1/29) \$21.98 (1/1/30)
Boulder City	\$15.57	\$12.55	\$16.82 (1/1/26) \$18.17 (1/1/27)	\$13.80 (1/1/26) \$15.15 (1/1/27)
Denver	\$18.81	\$15.79 (Food and Beverage Servers Only)	1/1/26	(Food and Beverage Servers Only) (1/1/26)

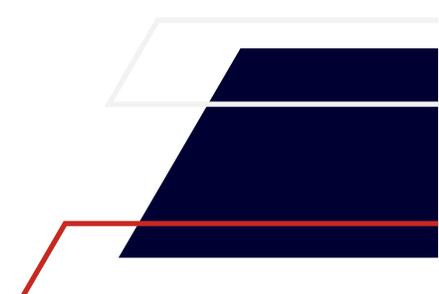


State / Local	Current Minimum Wage Per Hour	Current Tipped Employee Cash Wage Per Hour	Next Scheduled Increase Minimum Wage Per Hour	Next Scheduled Increase Tipped Employee Cash Wage Per Hour
Edgewater	\$16.52	\$13.50	\$18.17 (1/1/26) \$19.99 (1/1/27) \$21.99 (1/1/28)	\$15.15 (1/1/26) \$16.97 (1/1/27) \$18.97 (1/1/28)
Connecticut	\$16.35	\$6.38 Waitstaff \$8.23 Bartenders \$16.00 All other Tipped Employees	1/1/26	None
Delaware	\$15.00	\$2.23	1/1/26	None
District of Columbia	\$17.50	\$10.00	\$17.95 (7/1/25)	\$12.00 (7/1/25)
Florida	\$13.00	\$9.98	\$14.00 (9/30/25) \$15.00 (9/30/26)	\$10.98 (9/30/25) \$11.98 (9/30/25)
Georgia	\$7.25 (if covered under FLSA) \$5.15 - if not covered under FLSA	\$2.13	None	None
Guam	\$9.25	\$9.25	None	None

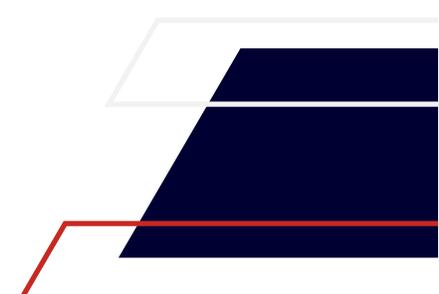
State / Local	Current Minimum Wage Per Hour	Current Tipped Employee Cash Wage Per Hour	Next Scheduled Increase Minimum Wage Per Hour	Next Scheduled Increase Tipped Employee Cash Wage Per Hour
Hawaii	\$14.00	\$12.75 - \$1.25 tip credit allowed only if employee earns \$7.00 more than the minimum wage through tips and wages See Tip Credit Chart	\$16.00 (1/1/26) \$18.00 (1/1/28)	\$14.75 (1/1/26) \$16.50 (1/1/28)
Idaho	\$7.25	\$3.35	None	None
Illinois	\$15.00	\$9.00	1/1/26	1/1/26
Chicago (4 or more EEs)	\$16.20	\$11.02	7/1/25	7/1/25
Cook County	\$15.00	\$9.00	1/1/26	1/1/26
Indiana	\$7.25	\$2.13	None	None
Iowa	\$7.25	\$4.35	None	None
Kansas	\$7.25	\$2.13	None	None
Kentucky	\$7.25	\$2.13	None	None
Louisiana	\$7.25	\$2.13	None	None
Maine	\$14.65	\$7.33	1/1/26	1/1/26
Portland	\$15.50	\$7.75	1/1/26	1/1/26
Rockland	\$15.50	\$7.75	1/1/26	1/1/26
Maryland	\$15.00	\$3.63	None	None

State / Local	Current Minimum Wage Per Hour	Current Tipped Employee Cash Wage Per Hour	Next Scheduled Increase Minimum Wage Per Hour	Next Scheduled Increase Tipped Employee Cash Wage Per Hour
Howard County (Government Employees)	\$16.00	\$3.63	7/1/25	None
Howard County (15 or more EEs)	\$16.00	\$3.63	1/1/26	None
Howard County (14 or fewer EEs)	\$15.00	\$3.63	\$15.50 (1/1/26) \$16.00 (7/1/26)	None
Montgomery County (51 or more EEs)	\$17.15	\$4.00	\$17.65 (7/1/25)	None
Montgomery County (11 – 50 EEs)	\$15.50	\$4.00	\$16.00 (7/1/25)	None
Montgomery County (10 or less EEs)	\$15.00	\$4.00	\$15.50 (7/1/25)	None
Massachusetts	\$15.00	\$6.75	None	None
Michigan	\$12.48	\$4.74	\$13.73 (1/1/26) \$15.00 (1/1/27)	\$5.49 (2/1/26) \$6.30 (2/1/27)
Minnesota	\$11.13	\$11.13	1/1/26	1/1/26
Minneapolis (All Employers)	\$15.97	\$15.97	1/1/26	1/1/26
St. Paul (Employs 101 or more EEs)	\$15.97	\$15.97	1/1/26	1/1/26

State / Local	Current Minimum Wage Per Hour	Current Tipped Employee Cash Wage Per Hour	Next Scheduled Increase Minimum Wage Per Hour	Next Scheduled Increase Tipped Employee Cash Wage Per Hour
St. Paul (Employ 6-100 EEs)	\$14.00	\$14.00	\$15.00 (7/1/25) Same as employer with more than 10,000 EEs (7/1/26)	\$15.00 (7/1/25) Same as employer with more than 10,000 EEs (7/1/26)
St. Paul (Employ 5 or less EEs)	\$12.25	\$12.25	\$13.25 (7/1/25) \$14.25 (7/1/26) \$15.00 (7/1/27) Same as employer with more than 10,000 EEs (7/1/28)	\$13.25 (7/1/25) \$14.25 (7/1/26) \$15.00 (7/1/27) Same as employer with more than 10,000 EEs (7/1/28)
Mississippi	\$7.25	\$2.13	None	None
Missouri	\$13.75	\$6.88	\$15.00 (1/1/26)	\$7.50 (1/1/26)
Montana	\$10.55	\$10.55	1/1/26	1/1/26
Nebraska	\$13.50	\$2.13	\$15.00 (1/1/26)	None
Nevada	\$12.00	\$12.00	7/1/25	7/1/25
New Hampshire	\$7.25	\$3.26	None	None
New Jersey (6 or more EEs)	\$15.49	\$5.62	1/1/26	1/1/26
New Jersey (5 or less EEs and Seasonal ER)	\$14.53	\$5.62	1/1/26	1/1/26



State / Local	Current Minimum Wage Per Hour	Current Tipped Employee Cash Wage Per Hour	Next Scheduled Increase Minimum Wage Per Hour	Next Scheduled Increase Tipped Employee Cash Wage Per Hour
New Mexico	\$12.00	\$3.00	None	None
Albuquerque	\$12.00	\$7.20	None	None
Las Cruces	\$12.65	\$5.06	1/1/26	1/1/26
Santa Fe (City)	\$15.00	\$4.50	3/1/26	3/1/26
Santa Fe (County)	\$15.00	\$4.50	3/1/26	3/1/26
New York (other than New York City and Nassau, Suffolk, Westchester Counties)	\$15.50	Tipped Service EE \$12.90 Tipped Food Service Workers \$10.35	1/1/26	1/1/26
New York – Fast Food Workers (other than New York City and Nassau, Suffolk, Westchester Counties)	\$15.50	\$15.50 - No tip credit is permitted for fast food employees	\$16.00 (1/1/26)	\$16.00 (1/1/26) (No tip credit is permitted for fast food employees)
New York -Nassau, Suffolk, Westchester Counties	\$16.50	Tipped Service EE \$13.75 Tipped Food Service Workers \$11.00	1/1/26	1/1/26
New York - Fast Food Workers (Nassau, Suffolk, Westchester Counties)	\$16.50	\$16.50 - No tip credit is permitted for fast food employees	\$17.00 (1/1/26) (No tip credit is permitted for fast food employees)	\$17.00 (1/1/26) (No tip credit is permitted for fast food employees)
New York City	\$16.50	Tipped Service EE \$13.75 Tipped Food Service Workers \$11.00	1/1/26	1/1/26



State / Local	Current Minimum Wage Per Hour	Current Tipped Employee Cash Wage Per Hour	Next Scheduled Increase Minimum Wage Per Hour	Next Scheduled Increase Tipped Employee Cash Wage Per Hour
New York City – Fast Food Workers	\$16.50	\$16.50 - No tip credit is permitted for fast food employees	\$17.00 (1/1/26) (No tip credit is permitted for fast food employees)	\$17.00 (1/1/26) (No tip credit is permitted for fast food employees)
North Carolina	\$7.25	\$2.13	None	None
North Dakota	\$7.25	\$4.86	None	None
Northern Mariana Islands	\$7.25	\$2.13	None	None
Ohio	\$10.70	\$5.35	1/1/26	1/1/26
Oklahoma	\$7.25	\$2.13	None	None
Oregon	\$14.70	\$14.70	\$15.05 (7/1/25)	\$15.05 (7/1/25)
Oregon -Portland, Urban Growth Boundary	\$15.95	\$15.95	\$16.30 (7/1/25)	\$16.30 (7/1/25)
Oregon Non-Urban Counties	\$13.70	\$13.70	\$14.05 (7/1/25)	\$14.05 (7/1/25)
Pennsylvania	\$7.25	\$2.83	None	None
Puerto Rico	\$10.50	\$2.13	7/1/25	None
Rhode Island	\$15.00	\$3.89	1/1/26	None
South Carolina	\$7.25	\$2.13	None	None
South Dakota	\$11.50	\$5.75	1/1/26	1/1/26
Tennessee	\$7.25	\$2.13	None	None
Texas	\$7.25	\$2.13	None	None

State / Local	Current Minimum Wage Per Hour	Current Tipped Employee Cash Wage Per Hour	Next Scheduled Increase Minimum Wage Per Hour	Next Scheduled Increase Tipped Employee Cash Wage Per Hour
US Virgin Islands	\$10.50	\$4.20	None	None
Utah	\$7.25	\$2.13	None	None
Vermont	\$14.01	\$7.01	1/1/26	1/1/26
Virginia	\$12.41	\$2.13	1/1/26	None
Washington	\$16.66	\$16.66	1/1/26	1/1/26
King County, WA (Unincorporated – 500 or more employees)	\$20.29	\$20.29	1/1/26	1/1/26
King County, WA (Unincorporated – Businesses with 16 to 499 employees)	\$18.29	\$18.29	1/1/26	1/1/26
King County, WA (15 or fewer EEs with \$2 million or more in annual gross revenue)	\$18.29	\$18.29	1/1/26	1/1/26
King County, WA (Unincorporated – Companies with 15 or fewer employees and less than \$2 million in annual gross revenue)	\$17.29	\$17.29	1/1/26	1/1/26

State / Local	Current Minimum Wage Per Hour	Current Tipped Employee Cash Wage Per Hour	Next Scheduled Increase Minimum Wage Per Hour	Next Scheduled Increase Tipped Employee Cash Wage Per Hour
Bellingham, WA	\$17.28	\$17.28	Beginning May 1, 2025, the Bellingham minimum wage will be \$2.00 greater than the 2025 Washington State minimum wage rate. Starting January 1, 2026, Bellingham will synchronize its increases with the start of each year, maintaining the minimum wage as the Washington State rate plus \$2.00.	Beginning May 1, 2025, the Bellingham minimum wage will be \$2.00 greater than the 2025 Washington State minimum wage rate. Starting January 1, 2026, Bellingham will synchronize its increases with the start of each year, maintaining the minimum wage as the Washington State rate plus \$2.00.
Burien, WA (500 or more full-time employees in King County)	\$21.16	\$21.16	1/1/26	1/1/26
Burien, WA (21 to 499 full-time employees in King County)	\$20.16	\$20.19	1/1/26	1/1/26
Burien, WA (20 or less full-time employees)	\$16.66	\$16.66	1/1/26	1/1/26
Everett, WA (More than 500 EEs)	\$16.66	\$16.66	\$20.24 (7/1/25)	\$20.24 (7/1/25)
Everett, WA (500 or less EEs)	\$16.66	\$16.66	\$18.24 (7/1/25)	\$18.24 (7/1/25)

State / Local	Current Minimum Wage Per Hour	Current Tipped Employee Cash Wage Per Hour	Next Scheduled Increase Minimum Wage Per Hour	Next Scheduled Increase Tipped Employee Cash Wage Per Hour
Renton, WA (More than 500 EEs worldwide)	\$20.90	\$20.90	1/1/26	1/1/26
Renton, WA (15 to 500 EEs worldwide)	\$18.90	\$18.90	\$19.90 (7/1/25)	\$19.90 (7/1/25)
Seattle, WA (Employs 501 or more EEs)	\$20.76	\$20.76	1/1/26	1/1/26
Seattle, WA small employers (500 or fewer employees) who do not pay at least \$2.72/hour toward the employee's medical benefits and/or where the employee does not earn at least \$2.72/hour in tips.	\$20.76	\$20.76	1/1/26	1/1/26
Seattle, WA small employers who do pay at least \$2.72/hour toward the employee's medical benefits and/or where the employee does earn at least \$2.72/hour in tips.	\$20.76	\$20.76	1/1/26	1/1/26
SeaTac, WA (Hospitality and transportation employees)	\$20.17	\$20.17	1/1/26	1/1/26

State / Local	Current Minimum Wage Per Hour	Current Tipped Employee Cash Wage Per Hour	Next Scheduled Increase Minimum Wage Per Hour	Next Scheduled Increase Tipped Employee Cash Wage Per Hour
Tukwila, WA (more than 500 employees worldwide)	\$21.10	\$21.10	1/1/26	1/1/26
Tukwila, WA (15 to 500 employees worldwide)	\$20.10	\$20.10	\$21.10 (7/1/25)	\$21.10 (7/1/25)
Tukwila, WA (less than 15 employees worldwide and earn \$2 million or less in annual gross revenue in Tukwila subject to Washington state minimum wage)	\$16.66	\$16.66	1/1/26	1/1/26
West Virginia	\$8.75	\$2.63	None	None
Wisconsin	\$7.25	\$2.33	None	None
Wyoming	\$7.25	\$2.13	None	None

*This information is provided with the understanding that ADP is not rendering Legal advice.