

Minimum Wage Updates: July - December 2025



The following consists of information gathered from official state, county, and city agencies and law. Vensure Employer Solutions assumes no responsibility for its updated accuracy, as some rates may be changed by the jurisdiction. To assist with this, official links to applicable state, county, and city websites have been included so employers can confirm the rates, in case they change after the date of this publication. Additionally, many jurisdictions whose increase amounts are based on the consumer price index, have not yet released their new minimum wage rates. These have been marked as “TBA” within this chart. While employers are welcome to periodically check the listed sites who have not yet announced the new rate, Vensure’s HR Compliance team is following up weekly with state agencies to obtain the latest and accurate new rates and as they are released, this chart will be updated to reflect those changes.

State/City	2024 Previous Wage Rate	Effective Date	2025 Wage Rate	Official Website	Notes / Comments / Description
Alaska	\$11.73	7/1/2025	\$13.00	Alaska Minimum Wage Notice	Alaska Minimum Wage and Hour Act Poster
Alaska - School Bus Drivers	\$23.46	7/1/2025	\$26.00	Alaska Minimum Wage Notice	Alaska Minimum Wage and Hour Act Poster
California (Alameda)	\$17.00	7/1/2025	\$17.46	Alameda County California Official Minimum Wage	Alameda California Minimum Wage Notice
California (Berkeley)	\$18.67	7/1/2025	\$19.18	Berkeley California Minimum Wage Ordinance	Berkeley California Minimum Wage Official Notice
California (Emeryville)	\$19.36	7/1/2025	\$19.90	Emeryville California Minimum Wage	Emeryville California Minimum Wage Poster
California (Fremont)	\$17.30	7/1/2025	\$17.75	Fremont California Minimum Wage	Fremont California Minimum Wage Poster
California (Long Beach) Hotel Workers	\$23.00	7/1/2025	\$25.00	Long Beach California Minimum Wage - Hotel Workers	Long Beach California Minimum Wage Poster
California (Long Beach) Concessionaire Worker	\$17.97	7/1/2025	\$18.58	Long Beach California Minimum Wage - Concessionaire Worker	Long Beach California Minimum Wage Poster
California (Los Angeles County Unincorporated Areas)	\$17.27	7/1/2025	\$17.81	Los Angeles County California Minimum Wage	Los Angeles County Minimum Wage Posting (New Poster Not Yet Available)
California (Los Angeles City)	\$17.28	7/1/2025	\$17.87	Los Angeles City California Minimum Wage	Los Angeles City Minimum Wage Official Notice
California (Los Angeles City) Hotels with 60+ rooms	\$20.32	7/1/2025	\$21.01	Los Angeles City California Minimum Wage	Los Angeles Citywide California - Hotel Worker Minimum Wage Notice
California (Malibu)	\$17.27	7/1/2025	\$17.27	Malibu California Minimum Wage	Malibu California Minimum Wage Poster
California (Milpitas)	\$17.70	7/1/2025	\$18.20	Milpitas California Minimum Wage	Milpitas California Minimum Wage Poster
California (Pasadena)	\$17.50	7/1/2025	\$18.04	Pasadena California Minimum Wage	Pasadena California Minimum Wage Official Notice
California (San Francisco)	\$18.67	7/1/2025	\$19.18	San Francisco California Minimum Wage	San Francisco California Minimum Wage Poster
California (San Francisco) - Government Supported Employees	\$16.51	7/1/2025	\$16.97	San Francisco California Minimum Wage - Government Supported Employees	San Francisco California Minimum Wage Poster
California (Santa Monica)	\$17.27	7/1/2025	\$17.81	Santa Monica California Minimum Wage	Santa Monica California Minimum Wage Official Notice
California (Santa Monica) - Hotels	\$20.32	7/1/2025	\$22.50	Santa Monica California Minimum Wage - Hotels	Santa Monica California Minimum Wage Poster
California (West Hollywood) - Hotel Workers	\$19.61	7/1/2025	\$20.22	West Hollywood California Minimum Wage - Hotel Workers	West Hollywood California Minimum Wage Poster
District of Columbia	\$17.50	7/1/2025	\$17.95	District Of Columbia Minimum Wage	District of Columbia Minimum Wage Public Notice
District of Columbia - Security Officer (add \$5.36 per hour health and welfare benefit to the min wage)	\$19.39	7/1/2025	\$19.39	District Of Columbia Security Minimum Wage (See Notice)	District of Columbia - Security Minimum Wage Poster

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Florida	\$13.00	9/30/2025	\$14.00	Florida Minimum Wage	Florida Minimum Wage Notice
Illinois (Chicago) - 4 or More Employees	\$16.20	7/1/2025	\$16.60	Chicago Illinois Minimum Wage	Chicago Illinois Minimum Wage Poster
Illinois (Chicago) - Subsidized Temporary Youth Employment	\$15.00	7/1/2025	\$16.50	Chicago Illinois Minimum Wage - Subsidized Temporary Youth Employment Programs	Chicago Illinois Minimum Wage Poster
Maryland (Montgomery County) -Large Employer 51 or more employees	\$17.15	7/1/2025	\$17.65	Montgomery County Minimum Wage	Montgomery County Minimum Wage Poster
Maryland (Montgomery County) - Mid-Sized Employer 11-50 employees	\$15.50	7/1/2025	\$16.00	Montgomery County Minimum Wage	Montgomery County Minimum Wage Poster
Maryland (Montgomery County) - Small Employer 10 or less employees	\$15.00	7/1/2025	\$15.50	Montgomery County Minimum Wage	Montgomery County Minimum Wage Poster
Minnesota (St. Paul) - Small Businesses 6 to 100 Employees	\$14.00	7/1/2025	\$15.00	St. Paul Minimum Wage - Small Businesses	St. Paul Minimum Wage - Small Businesses Poster
Minnesota (St. Paul) - Micro Businesses 5 or Fewer Employees	\$12.25	7/1/2025	\$13.25	St. Paul Minimum Wage - Micro Businesses	St. Paul Minimum Wage - Micro Businesses Poster
Minnesota (St. Paul) - Youth Workers (After July 1, 2025 85% of City Min Wage)	\$11.90	7/1/2025	\$12.75	St. Paul Youth Workers/Training Wage	St. Paul Youth Workers/Training Minimum Wage Poster
Oregon	\$14.70	7/1/2025	\$15.05	Oregon Minimum Wage Increase Schedule	Oregon Minimum Wage Increase Poster
Oregon (Portland Metro)	\$15.95	7/1/2025	\$16.30	Oregon Minimum Wage Increase Schedule - Portland Metro	Oregon Minimum Wage Increase Poster
Oregon (Nonurban Counties)	\$13.70	7/1/2025	\$14.05	Oregon Minimum Wage Increase Schedule - Nonurban Counties	Oregon Minimum Wage Increase Poster
Washington (Burien) - Level 2 Employer - 21 to 499 Employees in King County	N/A	7/1/2025	\$20.16	Burien Washington Minimum Wage	Burien Washington Minimum Wage Notice
Washington (Renton) - Mid Size Employer 15 to 500 Employees	\$18.90	7/1/2025	\$19.90	Renton Washington Minimum Wage	Renton Washington Municipal Code
Washington (Everett) Large Employer - 501 or more employees	N/A	7/1/2025	\$20.24	Everett Washington Minimum Wage - Large Employers	Everett Washington Minimum Wage Ordinance
Washington (Everett) - Other Covered Employers (15 to 500 employees)	N/A	7/1/2025	\$18.24	Everett Washington Minimum Wage - Other Covered Employers	Everett Washington Minimum Wage Ordinance
Washington - Tukwila Mid-Size Employer - (15 to 500 employees worldwide)	\$20.10	7/1/2025	\$21.10	Tukwila Washington Minimum Wage	Tukwila Washington Minimum Wage Poster

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TIPPED RATE INCREASES

State/City	2024 Tipped Rate	Effective Date	2025 Tipped Rate	Official Website	Notes / Comments / Description
District Of Columbia	\$10.00	7/1/2025	\$12.00	District of Columbia Tipped Employees Minimum Wage	District of Columbia Minimum Wage - Tipped Employees Poster
Florida	\$9.98	9/30/2025	\$10.98	Florida Minimum Wage	Florida Minimum Wage - Tipped Employees Poster
Illinois (Chicago) - 4 or More Employees	\$11.02	7/1/2025	\$12.62	Chicago Illinois Tipped Employees Minimum Wage (4 or More Employees)	Chicago Illinois Minimum Wage - Tipped Employees Poster
Illinois (Chicago) - Youth	\$10.20	7/1/2025	\$12.54	Chicago Illinois Tipped Employees Minimum Wage	Chicago Illinois Minimum Wage - Tipped Employees Poster
Maryland (Montgomery County) -	\$4.00	7/1/2025	\$4.00	Montgomery County Maryland Tipped Employees Minimum Wage	Montgomery County Tipped Employees Minimum Wage Poster

Determining L.A City and L.A County Minimum Wage

1

First, determine if your employee performs work within the boundaries of the City of L.A., by checking specific addresses at the link below.

Web Link: <http://neighborhoodinfo.lacity.org/>

Instructions:

- › Visit the above site and input the address of where your employee performs work.
- › If the site shows results, then your employee should be paid at the new L.A. City minimum wage rate for July 1, 2025.
- › If you receive the “Nothing Found” message, your employee is not subject to L.A. City minimum wage, and you will need to determine whether your employee is performing work in an Unincorporated or Incorporated area of L.A. County (See Step 2 below). You can use the link below to make that determination.

Additional L.A. City Resources:

- › City of L.A. Map: <http://www.laalmanac.com/LA/lamap2.php>
- › City of L.A. Zip Code Map: https://media.metro.net/about_us/pla/images/lazipcodes.pdf

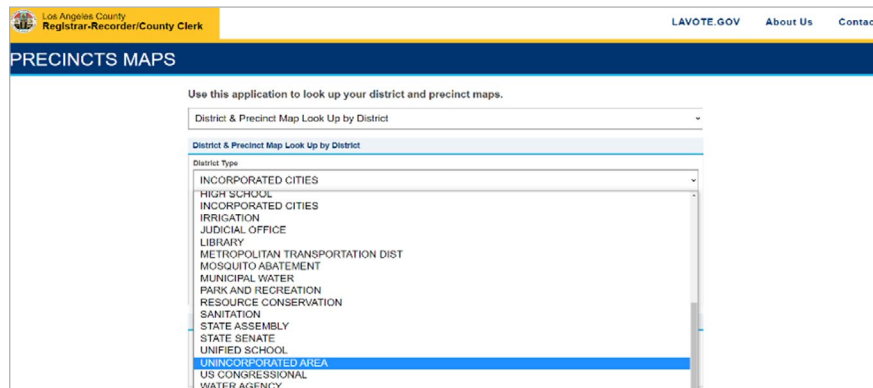
2

If your employee is not performing work in the City of L.A. as found above, you will need to determine whether they perform work in an unincorporated or incorporated area of L.A. County. To do so, use these instructions:

L.A. County Maps (see all boundaries, Unincorporated and Incorporated areas):

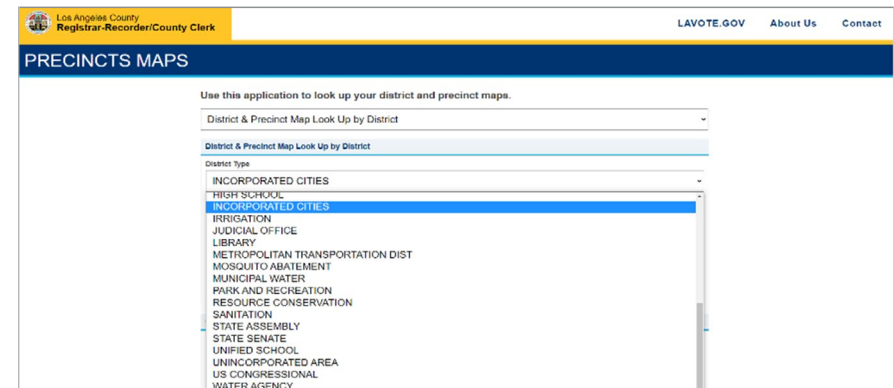
- › Look up the location of incorporated or unincorporated Areas (See screenshots on the following page to determine if your employee is performing work in an incorporated or unincorporated city. Pick the city from the drop-down to see if it is Incorporated or Unincorporated. You may select the “Submit” button if you would like to see the map): <https://www.lavote.gov/apps/precinctsmaps>
- › All L.A. County Maps: <https://lacounty.gov/government/about-la-county/maps-and-geography/>
- › All L.A. County Districts: <https://lacounty.gov/government/about-la-county/redistricting/>

Determining L.A City and L.A County Minimum Wage



Unincorporated Cities

- › If you have found that the city in which your employee performs work is an unincorporated city, check our minimum wage spreadsheet for the “California (Los Angeles County Unincorporated Areas)” rate.



Incorporated Cities

- › If you have found that the city in which your employee performs work is an incorporated city (e.g., Beverly Hills), check Vensure’s minimum wage spreadsheet to see if that city is listed. If it is, that means the city has its own minimum wage ordinance (e.g., Santa Monica) and therefore, its own rate. If it is not in our spreadsheet, see Step 3 below.

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If your employee is not performing work in the City of L.A., an unincorporated area of L.A. County, nor an incorporated area that has its own minimum wage rate, then you will need to pay them at the California state minimum wage rate of \$16.50 (January 1, 2025 rate).