

2025 Mid-Year Minimum Wage Changes

The content below is current as of **June 4, 2025**, and is subject to change. Some states change minimum wage rates mid-year rather than at the beginning of the year. To assist you with planning, the following is a list of states and localities with upcoming increases in their minimum wage rates. We’ve also provided links to resources providing additional details regarding rates and coverage.

Important: As always, it is the employer’s obligation to ensure you comply with federal, state, and local wage requirements. Paychex will not make any changes to your payroll, including changes to employee wage rates, without your express instructions to do so. If you have questions, please contact your service representative.

Note: For any state or local industry-specific wage rates, review applicable agency websites or consult with your legal or financial advisor.

State	2025 Effective Date	Minimum Wage	Tipped Employees Minimum Cash Wage
Alaska	July 1	\$13.00	N/A
District of Columbia (DC)	July 1	\$17.95	\$12.00
Florida	September 30	\$14.00	\$10.98
Oregon¹	July 1	\$15.05 (standard rate) \$16.30 (urban rate) \$14.05 (non-urban rate)	N/A

¹ Higher rate for employers located in the urban growth boundary, and a lower rate for employers located in non-urban counties.

Several states allow exemption from state minimum wage and/or overtime requirements where an employee meets a minimum weekly salary or hourly rate threshold and meets the applicable duties test. Alaska is increasing the weekly minimum salary threshold for certain state exemptions on July 1, 2025.

Local Minimum Wages

The new local minimum wage rates are listed below with links to resources providing additional details regarding rates and coverage.

California

Local Jurisdiction	2025 Effective Date	Minimum Wage
Alameda	July 1	\$17.46
Berkeley	July 1	\$19.18
Emeryville	July 1	\$19.90
Fremont	July 1	\$17.75
Los Angeles (City)	July 1	\$17.87
Los Angeles (County)	July 1	\$17.81
Milpitas	July 1	\$18.20
Pasadena	July 1	\$18.04
San Francisco	July 1	\$19.18
Santa Monica	July 1	\$17.81

Illinois

Local Jurisdiction	2025 Effective Date	Minimum Wage	Tipped Employees Minimum Cash Wage
Chicago	July 1	\$16.60	\$12.62

Maryland

Local Jurisdiction	2025 Effective Date	Minimum Wage	Tipped Employees Minimum Cash Wage
Montgomery County: Small Employer (10 or fewer employees)	July 1	\$15.50	\$4.00 ²
Montgomery County: Mid-Size Employer (11 to 50 employees)	July 1	\$16.00	\$4.00 ²
Montgomery County: Large Employer (51 or more employees)	July 1	\$17.65	\$4.00 ²

² These rates haven't changed.

Minnesota

Local Jurisdiction	2025 Effective Date	Minimum Wage
Saint Paul: Small Business (6 - 100 employees)	July 1	\$15.00
Saint Paul: Micro Business (5 or fewer employees)	July 1	\$13.25

Washington

Local Jurisdiction	2025 Effective Date	Minimum Wage
Burien : Level 2 Employer (21 - 499 full-time employees in King County)	July 1	\$20.16
Everett : Large Employers (500 or more employees)	July 1	\$20.24
Everett : Other Covered Employers (employ at least 15 employees or annual gross revenue over \$2 million)	July 1	\$18.24
Renton : Mid size Employer (at least 15 but no more than 500 employees worldwide or over \$2 million in annual gross revenue in Renton)	July 1	\$19.90
Tukwila : Mid size Employer (at least 15 but no more than 500 employees worldwide or over \$2 million in annual gross revenue in Tukwila)	July 1	\$21.10

We are happy to assist you in making changes to your employees' pay rates if required. Please review your payroll to determine if your business and employees are affected by these changes and notify us of any necessary adjustments. Failure to comply with minimum wage laws may result in substantial penalties.

If you have questions, please contact your Service Representative.

The content contained within this document reflects the most current information at the time of its release and is subject to change.