

# Roundup: US employer resources on \$15/hour or higher minimum wage rates

Law & Policy Group

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# Introduction

On March 14, 2025, President Trump rescinded former President Biden's April 2021 executive order requiring federal contractors to pay a \$15 hourly minimum wage to workers for new federal contract solicitations starting Jan. 30, 2022 and increasing to \$17.75/hour in 2025. Federal appeals courts have taken different positions on the legality of the 2021 order, and the Department of Labor rules implementing the order remain in place. Executive Order 13658 — which was implemented by the Obama administration and requires federal contractors to pay \$13.30/hour — also remains. Numerous states have taken action to gradually increase the minimum wage to at least \$15/hour for most employees. To help employers prepare and address related issues, this roundup provides links to federal and state resources from organizations, government websites, third-party resources and news articles. The aggregated content in each section is organized in reverse chronological order and is by no means comprehensive. The content also does not necessarily reflect Mercer's or the authors' point of view on the subject.

## Section 1

# Federal

On March 14, 2025, President Trump rescinded former President Biden's April 2021 executive order requiring federal contractors to pay a \$15 hourly minimum wage to workers for new federal contract solicitations starting Jan. 30, 2022 and increasing to \$17.75/hour in 2025. Federal appeals courts have taken different positions on the legality of the 2021 order, and the Department of Labor rules implementing the order remain in place. Executive Order 13658 — which was implemented by the Obama administration and requires federal contractors to pay \$13.30/hour — also remains. In 2021, the House and Senate introduced legislation to progressively increase the minimum wage to \$15/hour by 2025, but it did not pass.

The federal minimum wage is \$7.25/hour effective July 24, 2009.

- [Minimum wage information](#) (Department of Labor — Wage and Hour Division)
- [Additional rescissions of harmful executive orders and actions](#) (The White House, March 14, 2025)
- [Attorney General Hilgers announces victory in Nebraska-led challenge to federal contractor minimum wage](#) (Nebraska's Attorney, Nov. 5, 2024)
- [How increasing the federal minimum wage could affect employment and family income](#) (Congressional Budget Office, Jan. 30, 2024)
- [Minimum wage for federal contracts covered by Executive Order 14026, Notice of rate change in effect as of January 1, 2025](#) (Federal Register, Sept. 30, 2024)
- [Minimum wage for federal contracts covered by executive order 13658, notice of rate change in effect as of January 1, 2025](#) (Federal Register, Sept. 30, 2024)
- [Minimum wage for federal contracts covered by Executive Order 14026, Notice of rate change in effect as of Jan. 1, 2024](#) (Federal Register, Sept. 28, 2023)
- [Final rule: Increasing the minimum wage for federal contractors](#) (Executive Order 14026) (Department of Labor — Wage and Hour Division)
- [Executive Order 13658, establishing a minimum wage for contractors: Annual update](#) (Department of Labor — Wage and Hour division)
- [State minimum wage laws](#) (Department of Labor, updated Jan. 1, 2024)
- [Fight for \\$15 campaign](#) (Fightfor15.org)
- [What is the current minimum wage for federal contractors?](#) (Squire Patton Boggs, April 4, 2025)
- [Punching in: DOL mum on minimum wage for federal contractors](#) (subscription required) (Bloomberg Law, March 31, 2025)
- [Fifth Circuit dismisses Biden \\$15 contractor wage case as moot](#) (subscription required) (Bloomberg Law, March 29, 2025)

- [President Trump ends \\$15-per-hour contractor minimum wage rate after filing a brief defending power to set the minimum wage](#) (Ogletree Deakins, March 24, 2025)
- [Trump revokes Biden federal contractor minimum wage mandate: What to expect next](#) (Jackson Lewis, March 21, 2025)
- [Trump scraps \\$17.75 federal contractor minimum wage: What employers need to know](#) (Fisher Phillips, March 21, 2025)
- [Why Trump cut the minimum wage for federal contract workers](#) (Axios, March 21, 2025)
- [President Trump rescinds Biden administration federal contractor minimum wage](#) (Holland & Knight, March 20, 2025)
- [Trump revokes \\$15 contractor minimum wage and infrastructure project orders](#) (Kilpatrick, March 19, 2025)
- [President Trump decreases minimum wage for federal contractors](#) (Littler, March 19, 2025)
- [Executive order rescindments continue: Next up, federal contractor minimum wage](#) (Cozen O'Connor, March 19, 2025)
- [The wage & hour landscape: An evolution of law, litigation, and government enforcement in a Trump administration world](#) (webinar) (Seyfarth, March 18, 2025)
- [Federal contractor minimum wage mandate revoked](#) (Berkshire, March 18, 2025)
- [Trump rescinds Biden's labor orders: What it means for federal contractors](#) (Pierson Ferdinand, March 18, 2025)
- [Minimum wage for federal contractors eliminated by executive order \(contracting in the age of Trump update #15\)](#) (Smith Currie Oles, March 17, 2025)
- [Trump axes \\$15 contractor wage, infrastructure project orders](#) (subscription required) (Bloomberg Law, March 15, 2025)
- [States ask full 5th Cir. to rehear \\$15 contractor wage dispute](#) (subscription required) (Bloomberg Law, Feb. 17, 2025)
- [Supreme Court won't consider federal contractor minimum wage mandate](#) (Jackson Lewis, Jan. 14, 2025)
- [Second Texas Federal Judge rejects Biden overtime expansion rule](#) (subscription required) (Bloomberg Law, Dec. 30, 2024)
- [Labor agency asks SCOTUS to skip Biden \\$15 contractor minimum wage](#) (subscription required) (Bloomberg Law, Dec. 3, 2024)
- [Ninth Circuit says federal contractor minimum wage is unlawful](#) (Holland & Knight, Nov. 12, 2024)
- [Ninth Circuit panel rejects EO 14026 contractor minimum wage](#) (Wiley, Nov. 8, 2024)

- [Biden's \\$15 federal contractor wage rule nixed by Ninth Cir.](#) (Bloomberg Law) (subscription required) (Bloomberg Law, Nov. 5, 2024)
- [Trump-appointed US judges say Biden can't dictate federal contractor minimum wage](#) (Reuters, Nov. 5, 2024)
- [Circuits split over Biden's contractor minimum wage mandate](#) (Courthouse News Service, Nov. 5, 2024)
- [9<sup>th</sup> Circuit kills Biden's minimum wage hike for federal contractors](#) (MSN, Nov. 5, 2024)
- [Federal contractors should prepare for 2025 minimum wage hike as legal challenges unfold](#) (Jackson Lewis, Oct. 8, 2024)
- [Look to social security to fix the minimum wage](#) (subscription required) (Bloomberg Tax, Sept. 17, 2024)
- [Touring businesses seek High Court review of \\$15 contractor wage](#) (subscription required) (Bloomberg Law, Sept. 4, 2024)
- [Fifth Cir. appears to back Biden DOL on \\$15 contractor wage](#) (subscription required) (Bloomberg Law, Aug. 6, 2024)
- [10<sup>th</sup> Circuit rejects challenge to \\$15 minimum wage for federal contractors](#) (subscription required) (SHRM, July 2, 2024)
- [Punching in: Biden's \\$15 contractor wage heads to High Court](#) (subscription required) (Bloomberg Law, June 24, 2024)
- [Stagnant minimum pay eroding DOL's ability to fight wage theft](#) (subscription required) (Bloomberg Law, May 30, 2024)
- [Tenth Circuit upholds court's refusal to enjoin federal contractor minimum wage hike](#) (Jackson Lewis, May 9, 2024)
- [Biden's \\$15 contractor minimum wage clears 10th Cir. hurdle](#) (subscription required) (Bloomberg Law, April 30, 2024)
- [US Court questions Biden's power to adopt minimum wage for federal contractors](#) (Reuters, Feb. 6, 2024)
- [Ninth Circuit takes up Biden's \\$15 wage for federal contractors](#) (Bloomberg Law, Feb. 2, 2024)
- [DOL appeals ruling blocking \\$15 federal contractor minimum wage](#) (Bloomberg Law, Nov. 24, 2023)
- [Federal contractor hourly minimum wage increased to \\$17.20 starting January 1, 2024](#) (Cozen O'Connor)
- [Biden's \\$15 minimum wage for federal contractors blocked by US judge](#) (US News, Sept. 27, 2023)

- [Texas judge blocks Biden \\$15 contractor minimum wage raise](#) (Bloomberg Law, Sept. 27, 2023)
- [State of Texas et. al v. Biden et al](#) (Justia, Sept. 26, 2023)
- [US government defeats multi-state challenge to federal minimum wage increase](#) (Mayer Brown, Jan. 30, 2023)
- [Federal court upholds federal contractor minimum wage increase](#) (McGuire Woods, Jan. 17, 2023)
- [Court upholds federal contractor \\$15 minimum wage](#) (Miller Johnson, Jan. 11, 2023)
- [Biden administration fends off challenge to higher minimum wage for federal contractors](#) (Federal News Network, Jan. 11, 2023)
- [This analyst says the \\$15-per-hour minimum federal wage will backfire](#) (Federal News Network, Dec. 8, 2022)
- [Biden: Over 55K workers got pay raise through minimum wage exec order](#) (Newsmax, Nov. 25, 2022)
- [Notice: Minimum wage for federal contract covered by Executive Order 14026, notice of rate change in effect as of January 1, 2023](#) (Federal Register, Sept. 30, 2022)
- [Whatever happened to the \\$15 minimum wage?](#) (Forbes, May 7, 2022)
- [Decreasing prospects for increasing the federal minimum wage to \\$15](#) (Littler, March 3, 2022)
- [Eight states challenge new \\$15 minimum wage for federal contractors](#) (Labor Press, Feb. 23, 2022)
- [Republican attorneys general sue to halt minimum wage increase for federal contractors](#) (The State AG report, Feb. 17, 2022)
- [New federal contractor minimum wage hike heads to court](#) (Crowell, Feb. 11, 2022)
- [Minimum wage for US federal contractors raised to \\$15 on January 30; immediately challenged by several states](#) (Mayer Brown, Feb. 11, 2022)
- [The budgetary effects of the Raise the Wage Act of 2021](#) (Congressional Budget Office, February 2021)
- [Biden privately tells governors: Minimum wage hike likely isn't happening](#) (Politico, Feb. 18, 2021)
- [Why the US needs a \\$15 minimum wage](#) (Economic Policy Institute, Jan. 26, 2021)

## Section 2

# Multistate resources

Thirty states, along with Washington, DC, Guam, Puerto Rico and the US Virgin Islands, have set their minimum wage higher than the federal level of \$7.25/hour, and the trend is to move toward at least a \$15/hour minimum wage rate for most employees.

- [State minimum wage laws](#): Includes the current wage rates for all states, and also a map and table indicating which states have rates higher than the federal rate of \$7.25 per/hour (Wage and Hour Division, updated Jan. 1, 2024)
- [Consolidated minimum wage table](#) (Wage and Hour Division, Jan. 1, 2024)
- [State minimum wage rates](#) (includes some city/county information) (Labor Law Center)
- [Minimum wage](#) (Employment Policies Institute)
- [Results for minimum wage and labor-related ballot measures, 2024](#) (Ballotpedia)
- [Minimum wage increases coming soon across the nation — Especially in California](#) (Epstein Becker Green, June 25, 2025)
- [Littler's semi-annual rates update for minimum wage, tips, and exempt pay increases on July 1, 2025 \(and other developments\)](#) (Littler, June 5, 2025)
- [State minimum wages](#) (National Conference of State Legislatures, Jan. 1, 2025)
- [Minimum wage tracker](#) (Economic Policy Institute, Jan. 1, 2025)
- [21 states are getting minimum wage bumps in 2025](#) (NPR, Jan. 1, 2025)
- [2025 trends: Minimum wages and salary requirements for overtime exemption](#) (ADP, Dec. 30, 2024)
- [More than 9 million workers are getting a raise on Jan. 1. Here's where.](#) (CBS, Dec. 30, 2024)
- [2025 state and major locality minimum wage updates](#) (Ogletree Deakins, Dec. 12, 2024)
- [Inventory of US city and county minimum wage ordinances](#) (UC Berkeley Labor Center, Dec. 5, 2024)
- [US state ballot proposals on minimum wage hikes face mixed results](#) (Reuters, Nov. 6, 2024)
- [How many states have a \\$15 minimum wage?](#) (GovDocs, August 2024)

## Section 3

# States and cities committed to at least a \$15/hour minimum wage rate

Alaska, Arizona, California, Connecticut, Delaware, Florida, Hawaii, Illinois, Maryland, Massachusetts, Missouri, Nebraska, New Jersey, New York, Oregon, Rhode Island, Washington and Washington, DC, have committed to increase the general minimum wage rate to at least \$15/hour. Some cities in other states have also committed to at least a \$15/hour minimum wage. Michigan's minimum wage will increase to \$14.97 by 2028.

## Alaska

On Nov. 5, 2024, voters in Alaska [approved](#) a ballot measure that will increase the minimum wage from \$11.91/hour to \$15/hour by July 1, 2027.

- [Ballot measure No. 1](#) (Elections Division, 2024)
- [Alaska ballot measure 1, minimum wage increase and paid sick leave initiative](#) (2024) (Ballotpedia)
- [Alaska votes to raise minimum wage, mandate paid sick leave](#) (subscription required) (Bloomberg Law, Nov. 6, 2024)
- [Alaska voters favor minimum wage hike, sick leave mandate, with most votes counted](#) (Alaska Beacon, Nov. 6, 2024)

## Arizona (Flagstaff and Tucson)

On Jan. 1, 2025, Arizona's minimum wage increased to \$14.70/hour, up from \$14.35/hour. It is expected to increase to \$15.15/hour for 2026.

On Jan. 1, 2025, Flagstaff's minimum wage increased to \$17.85/hour, up from \$17.40/hour in 2024. On Jan. 1, 2026, it will increase to \$18.35/hour for all covered employees.

- [New 2026 minimum wage — effective January 1, 2026](#) (The Industrial Commission of Arizona, Sept. 29, 2025)
- [The Fair Wages and Healthy Families Act](#) (The Industrial Commission of Arizona)
- [Minimum wage](#) (City of Flagstaff)
- [Minimum wage](#) (City of Tucson)
- [City of Flagstaff announces minimum wage for 2026](#) (City of Flagstaff, Sept. 11, 2025)
- [City of Flagstaff announces minimum wage for 2025](#) (City of Flagstaff)
- [Flagstaff, Arizona, announces 2026 minimum wage, ends tipped wage](#) (subscription required) (Bloomberg Law, Sept. 1, 2025)

On Jan. 1, 2025, Tucson's minimum wage rate increased to \$15/hour, up from \$14.25/hour in 2024.

- [Tucson Minimum Wage Act](#) (City of Tucson)

## California

On Jan. 1, 2025, the minimum wage increased 3.5% to \$16.50/hour, up from \$16/hour for all employees. It will increase to \$16.90/hour on Jan. 1, 2026. Numerous counties and cities in California have higher minimum wage rates. For example, Los Angeles' minimum wage rate increased to \$17.87/hour on July 1, 2025, up from 17.28/hour. On July 1, 2025, San Francisco's minimum wage rate increased to \$19.18/hour, up from \$18.67/hour.

On March 26, 2024, the governor signed legislation (AB 610) that exempts restaurants in airports, hotels, large event centers, theme parks, museums, gambling establishments and certain other locations from the minimum wage law that took effect on April 1, 2024. Bakeries and restaurants in grocery stores were already exempt under the law.

On April 1, 2024, certain fast food workers began earning \$20/hour, under legislation ([AB 1228](#)) [signed](#) by the governor on Sept. 28, 2023. The Fast Food Council can increase the wage annually, but the increase will be capped at the lesser of 3.5% or the annual increase in the US-CPI for Urban Wage Earners and Clerical Workers.

On Oct. 13, 2023, the governor [signed](#) legislation ([SB 525](#)) to progressively increase the minimum wage for many health care workers to \$25/hour by 2026. Workers at large health care facilities now earn \$24/hour as of July 1, 2025, and they will earn \$25/hour as of July 1, 2026.

Beginning Jan. 1, 2028, the minimum wage will be adjusted for inflation each year. For the remaining health care workers, the minimum wage will more gradually increase to \$25/hour. The Department of Industrial Relations [issued](#) FAQs that provide the different rates. Certain cities — for example, Los Angeles, Monterey Park and Long Beach — already have a \$25/hour minimum wage for health care workers.

- [Minimum wage increase, director of finance calculation adjustment](#) (Department of Finance, Aug. 1, 2026)
- [Signature verification of referendum against ordinance no. 188610](#) (LA City Clerk, July 23, 2025)
- [Hotel worker ordinances](#) (LA's Bureau of Contract Administration)
- [California Proposition 32, \\$18 minimum wage initiative](#) (2024) (Ballotpedia)
- [Proposition 32 Raises minimum wage. Initiative Statute](#) (Secretary of State)
- [SB 159](#) (Legislature)
- [SB 525](#) (Legislature)
- [AB 610](#) (Legislature)
- [Health care worker minimum wage Frequently Asked Questions](#) (Department of Industrial Relations, October 2024)

- [Minimum wage increase, Director of Finance Determination and Certification](#) (Director of Finance, Aug. 1, 2024)
- [California increases minimum wage, protections for fast-food workers](#) (Office of Governor, Sept. 28, 2023)
- [Minimum wage](#) (California Department of Industrial Relations)
- [Senate Bill 828](#) (Legislature, May 31, 2024)
- [AB 1228 Fast food restaurant industry: Fast Food Council: health, safety, employment and minimum wage](#) (Legislature)
- [AB 610 Fast food restaurant industry: Fast Food Council: health, safety, employment and minimum wage](#) (Legislature)
- [Official minimum wage notice](#) (City of Alameda)
- [Belmont minimum wage ordinance](#) (City of Belmont)
- [Official notice: Berkely minimum wage](#) (City of Berkeley)
- [Minimum wage information](#) (City of Burlingame)
- [Minimum wage](#) (City of East Palo Alto)
- [Minimum wage ordinance](#) (Emeryville)
- [City of Foster City minimum wage ordinance](#) (Foster City)
- [Minimum wage](#) (City of Fremont)
- [Hayward minimum wage](#) (City of Hayward)
- [Minimum wage](#) (City of Half Moon Bay)
- [Minimum wage](#) (City of Los Altos)
- [Raise the wage LA](#) (City of Los Angeles)
- [July 1, 2025 minimum wage ordinance wage rate increase](#) (City of Los Angeles, Jan. 31, 2025)
- [Minimum wage](#) (City of Malibu)
- [Local minimum wage ordinance](#) (City of Menlo Park)
- [Minimum wage](#) (City of Milpitas)
- [Minimum wage](#) (City of Mountain View)
- [Novato minimum wage](#) (City of Novato)
- [Measure FF and Measure Z posters for employers](#) (City of Oakland)

- [Minimum wage rate](#) (City of East Palo Alto)
- [Minimum wage](#) (City of Palo Alto)
- [Minimum wage information](#) (City of Pasadena)
- [Minimum wage](#) (City of Petaluma)
- [Minimum wage](#) (City of Redwood)
- [Richmond's minimum wage ordinance](#) (City of Richmond)
- [Official Notice: Minimum wage rate](#) (City of San Carlos)
- [Understanding the minimum wage ordinance](#) (City of San Francisco)
- [Local minimum wage](#) (City of South San Francisco)
- [Minimum wage ordinance](#) (City of San Jose)
- [Minimum wage](#) (City of San Mateo)
- [Minimum wage](#) (City of Santa Clara)
- [Minimum wage](#) (City of Santa Monica)
- [Official notice: 2026 Santa Rosa minimum wage rate](#) (City of Santa Rosa)
- [Minimum wage](#) (City of Sunnyvale)
- [Minimum wage](#) (City of West Hollywood)
- [New Sonoma minimum wage rates effective January 1, 2025](#) (City of Sonoma, Nov. 13, 2024)
- [Minimum wage](#) (City of San Diego, Sept. 30, 2024)
- [Minimum wage](#) (County of San Mateo)
- [Change you can bank on: California's annual minimum wage increase](#) (Jackson Lewis, Nov. 10, 2025)
- [City of San Diego increases hospitality minimum wage](#) (Jackson Lewis, Oct. 20, 2025)
- [2 San Francisco bay area localities announce 2026 minimum wages](#) (subscription required) (Bloomberg Law, Oct. 6, 2025)
- [West Hollywood minimum wage rising to \\$20.25 for 2026](#) (subscription required) (Bloomberg Law, Oct. 3, 2025)
- [San Jose, California, corrects 2026 minimum wage announcement](#) (subscription required) (Bloomberg Law, Oct. 2, 2026)
- [2 California cities announce minimum wage rates for 2026](#) (subscription required) (Bloomberg Law, Oct. 2, 2025)

- [Belmont, California, announces 2026 minimum wage](#) (subscription required) (Bloomberg Law, Sept. 24, 2025)
- [Punching in: California fills wage protection hole left by DOL](#) (subscription required) (Bloomberg Law, Sept. 22, 2025)
- [Los Angeles hotel worker minimum wage raise takes effect Sept. 8](#) (subscription required) (Bloomberg Law, Sept. 9, 2025)
- [California state minimum wage for 2026 announced](#) (Jackson Lewis, Aug. 26, 2025)
- [California justices sharpen rules on minimum wage violations](#) (subscription required) (Bloomberg Law, Aug. 21, 2025)
- [Coming to an employer near you — the \\$16.90 minimum wage!](#) (Proskauer, Aug. 14, 2025)
- [California’s minimum wage rate set to rise to \\$16.90](#) (Ogletree Deakins, Aug. 13, 2025)
- [Los Angeles increases minimum wage for hotel, airport workers](#) (subscription required) (Bloomberg Law, June 3, 2025)
- [California employers beware — new minimum wage to be implemented in several California localities](#) (Barnes & Thornburg, May 14, 2025)
- [California’s minimum wage: Minimum change means minimum effect](#) (podcast) (Edgeworth Economics, Feb. 4, 2025)
- [California minimum wage increases](#) (Sheppard Mullin, Jan. 23, 2025)
- [What may have led California voters to reject minimum wage hike](#) (Edgeworth Economics, Dec. 10, 2024)
- [California votes No on proposition 32, but minimum wage increases still coming](#) (Jackson Lewis, Nov. 27, 2024)
- [California voters reject \\$18 minimum wage in rare labor setback](#) (subscription required) (Bloomberg Law, Nov. 19, 2024)
- [California health care minimum wage is back](#) (Jackson Lewis, Oct. 10, 2024)
- [California’s \\$20 fast-food minimum wage: 9,600 to 19,300 jobs lost one year after law was signed](#) (Edgeworth Economics, Nov. 26, 2024)
- [California’s minimum wage to increase to \\$16.50 per hour January 1, 2025](#) (Atkinson, Andelson, Loya, Ruud & Romo, Nov. 25, 2024)

## Colorado — Denver, Boulder and Edgewater

Colorado’s minimum wage rate is \$14.81/hour, but it is expected to increase to \$15.16/hour on Jan. 1, 2026. On Jan. 1, 2025, the city and county of Denver minimum wage rate increased to \$18.81/hour, up from \$18.29/hour in 2024. It will increase to \$19.29/hour on Jan. 1, 2026.

On Jan. 1, 2025, the City of Boulder approved a minimum wage increase of \$15.57/hour. The rate will increase to \$16.82/hour and to \$18.17/hour for 2027.

On Jan. 1, 2025, the local minimum wage in unincorporated Boulder County increased to \$16.57/hour, up from \$15.69/hour in 2024.

The City of Edgewater's minimum wage is \$16.52. It will increase to \$18.17/hour for 2026, \$19.99/hour for 2027, \$21.99/hour for 2028 and \$23.26/hour for 2029.

- [Information on minimum wage](#) (Denver labor)
- [Local minimum wage](#) (City of Boulder)
- [Local minimum wage](#) (Boulder County)
- [Minimum wage](#) (City of Edgewater)
- [Denver local minimum wage adjusts to \\$18.81 per hour for 2025](#) (City of Denver, Aug. 1, 2024)
- [Colorado minimum wage expected to top \\$15 for 2026](#) (subscription required) (Bloomberg Law, Aug. 28, 2025)
- [Denver and Edgewater minimum wage increases on Jan. 1, 2023](#) (ILG, September 2023)

## Connecticut

On Jan. 1, 2025, Connecticut's minimum wage rate increased to \$16.35/hour, up from \$15.69/hour. It will increase to \$16.94/hour on Jan. 1, 2026.

- [Wage and workplace standards](#) (Connecticut Department of Labor)
- [Public Act 19-4](#) (Legislature)
- [Governor Lamont announces Connecticut's minimum wage will increase to \\$16.94 on January 1, 2025](#) (Governor's office, Sept. 3, 2025)
- [Connecticut confirms minimum wage rising to \\$16.94 for 2026](#) (subscription required) (Bloomberg Law, Sept. 3, 2025)
- [Connecticut minimum wage expected to increase to \\$16.35 for 2025](#) (subscription required) (Bloomberg Tax, Aug. 28, 2024)
- [Governor Lamont announces Connecticut's minimum wage will increase to \\$15.69 in January under its first-ever economic indicator adjustment](#) (Governor's office, Sept. 18, 2023)
- [Conn. passes Mass. for highest minimum wage in New England](#) (WBUR, Jan. 1, 2024)

## Delaware

On Jan. 1, 2025, Delaware's minimum wage increased to \$15/hour, up from \$13.25/hour.

- [Senate Bill 15](#) (General Assembly)

- [Minimum wage](#) (Delaware Department of Labor)
- [Governor Carney signs legislation to raise the minimum wage to \\$15](#) (Government, July 19, 2021)

## Florida

On Sept. 30, 2024, Florida's minimum wage rate increased to \$13/hour, up from \$12/hour; it will progressively increase to \$15/hour by 2026.

- [Raising Florida's minimum wage 18-01](#) (Florida Division of Elections)
- [Increase to state of Florida's minimum wage](#) (US Dept. of State, Jan. 29, 2021)
- [Florida voters approve \\$15 minimum wage](#) (Jackson Lewis, Nov. 6, 2020)

## Hawaii

On Jan. 1, 2024, Hawaii's minimum wage rate increased to \$14/hour, up from \$12/hour. It will increase to \$16/hour on Jan. 1, 2026, and to \$18/hour on Jan. 1, 2028.

- [HB 2510](#) (Legislature)
- [Minimum wage and overtime](#) (Wage Standards Division)
- [Minimum wage to increase to \\$12 on October 1](#) (Department of Labor and Industrial Relations, Sept. 29, 2022)

## Illinois

On Jan. 1, 2025, Illinois' minimum wage rate increased to \$15/hour, up from \$15/hour in 2024.

On July 1, 2025, Chicago's minimum wage rate increased to \$16.60/hour for employers with four or more employees, up from \$16.20/hour.

- [Hourly minimum wage rates by year](#) (Illinois Department of Labor)
- [Minimum wage](#) (Chicago's Business Affairs and Consumer Protection)
- [Cook County minimum wage ordinance](#) (Cook County)
- [Cook County, Illinois, skips July 2025 minimum wage increase](#) (subscription required) (Bloomberg Law, June 3, 2025)
- [Chicago minimum wage rising to \\$16.20 starting July 1](#) (subscription required) (Bloomberg Law, June 7, 2024)
- [Illinois minimum wage increases on Jan. 1, 2024](#) (Perkins Coie, Dec. 21, 2023)

## Maine (Portland and Rockland)

In 2025, Portland's minimum wage increased to \$15.50/hour, up from \$15/hour.

- [Minimum wage](#) (City of Portland)

In 2025, the minimum wage in Rockland, Maine increased to \$15.50/hour, up from \$15/hour in 2024. In 2026, the minimum wage will be \$16/hour.

- [2026 minimum wage notice](#) (City of Rockland)
- [Local minimum wage ordinance](#) (City of Rockland, Oct. 1, 2024)

## Maryland

Maryland's minimum wage rate for all employers with 15 or more employees is \$15/hour as of Jan. 1, 2024 (up from \$13.25/hour) for employers with 15 or more employees and \$12.80/hour for smaller employers in 2023.

In Montgomery County, the minimum wage for employers with at least 51 employees is \$17.65/hour as of July 1, 2025 (up from 17.15/hour), and \$16/hour for employers with 11-50 employees (up from \$15.50/hour).

In Howard County, the minimum wage for employers with 15 or more employees is \$15/hour and it will increase to \$16/hour on July 1, 2026. For employers with less than 15 employees, the minimum wage increased to \$15/hour on Jan. 1, 2024, up from \$13.25/hour. It will increase to \$16/hour on July 1, 2026.

- [Minimum wage information](#) (Department of Labor)
- [Statute Section 3-413](#) (General Assembly)
- [2023 Ch. 2, SB 555](#) (Legislature, April 11, 2023)
- [Governor Moore presides over first bill signing, dedicated to ending child poverty in Maryland](#) (Governor's office, April 11, 2023)
- [Maryland minimum wage and overtime law](#) (Department of Labor)
- [Maryland passes sweeping change to employment law](#) (SHRM, April 21, 2023)

## Massachusetts

Massachusetts' minimum wage remains at \$15/hour for 2025.

- [Massachusetts law about minimum wage](#) (Government)
- [SJC clears tipped wages question for ballot](#) (WBUR, June 13, 2024)
- [Tipped wage floor hike can appear on Massachusetts ballot](#) (subscription required) (Bloomberg Law, June 13, 2024)
- [Massachusetts minimum wage not going up in 2024, following five years of increases](#) (WCVB, Dec. 28, 2023)

## Michigan

The minimum wage in Michigan is \$12.28/hour, and it will gradually increase to \$14.97/hour by 2028. The minimum wage will then increase annually on February 21 — to \$13.29/hour in 2026, to \$14.16/hour in 2027 and to \$14.97/hour in 2028.

- [Michigan minimum wage rate 2025 increase schedule](#) (Labor and Economic Opportunity, Oct. 1, 2024)

## Minnesota (Minneapolis and Saint Paul)

Effective Jan. 1, 2025, the minimum wage in Minneapolis is \$15.97/hour for all employers. It will increase to \$16.37/hour on Jan. 1, 2026.

On Jan. 1, 2025, the minimum wage for the city of Saint Paul's macro (greater than 10,000 employees) and large (101 to 10,000 employees) businesses increased to \$15.97/hour, up from \$15.57/hour. On Jan. 1, 2026, it will increase to \$16.37/hour for employers with at least 101 employees. Effective July 1, 2026, the minimum wage rate for employers with six to 100 employees will increase to \$16.37/hour.

- [Minimum wage](#) (Minneapolis)
- [Minimum wage](#) (Saint Paul)
- [Minneapolis and Saint Paul announces 2026 minimum wages](#) (subscription required) (Bloomberg Law, Sept. 15, 2025)
- [Update on Uber and Lyft service in Minneapolis](#) (Government, March 19, 2024)
- [Saint Paul businesses notified of 2025 minimum wage increases](#) (Government, Aug. 30, 2024)
- [Uber, Lyft leaving Minneapolis: City council passes measure forcing driver pay increase](#) (USA Today, March 15, 2024)
- [Minneapolis just voted to give ride-hailing drivers a pay bump. Uber and Lyft said they'd leave the city if this happened](#) (Business Insider, March 15, 2024)
- [Uber vows to leave Minneapolis after Council mandates driver pay](#) (subscription required) (Bloomberg Law, March 14, 2024)
- [Minneapolis City Council overrides mayor's veto of rideshare driver pay ordinance](#) (KSTP, March 14, 2024)
- [Minnesota set to increase minimum wage rates in 2023, Minneapolis and St. Paul also raising minimum wage rates](#) (Ogletree Deakins, Nov. 29, 2022)

## Missouri

On Nov. 5, 2024, voters [approved](#) a measure (Proposition A) to increase the minimum wage to \$15/hour by 2026. On Jan. 1, 2025, the minimum wage increased to \$13.75/hour, up from \$12.30/hour.

On July 10, 2025, the governor signed into law [HB 567](#), which eliminated the 2024 voter-approved inflation-based annual adjustments to the minimum wage that were set to begin in 2027.

- [HB 567](#) (Legislature)
- [Missouri Proposition A, minimum wage and earned paid sick time initiative 2024](#) (Ballotpedia)
- [Minimum wage increases to \\$15.00 per hour for 2026](#) (Department of Labor and Industrial Relations, Nov. 3, 2025)
- [Missouri governor signs bill repealing paid sick leave law and revising minimum wage update schedule — what now?](#) (Littler, July 11, 2025)
- [Missouri Proposition A increases minimum wage to \\$15 starting in 2026](#) (Baker Sterchi, Dec. 10, 2024)
- [Mandatory paid sick time and minimum wage increase coming to Missouri](#) (Lewis Rice, Nov. 12, 2024)
- [Missouri votes to increase minimum wage, require paid sick leave](#) (subscription required) (Bloomberg Law, Nov. 6, 2024)
- [Campaign to raise Missouri's minimum wage to \\$15 an hour confident it will get on the ballot](#) (The Associated Press, May 7, 2024)
- [Missourians could vote to boost state's minimum wage and establish paid sick leave](#) (KBIA, May 6, 2024)
- [Missouri group turns in signatures to put minimum wage hike and paid sick leave on the ballot](#) (NPR, May 2, 2024)

## Pennsylvania (proposal)

- [House bill 1549](#) (Legislature)
- [Pennsylvania moves closer to \\$15 minimum wage as bill advances to Senate](#) (Jackson Lewis, June 24, 2025)

## Nebraska

On November 8, 2022, Nebraska [voters](#) approved [Ballot Initiative 433](#) to incrementally increase the state's hourly minimum wage from \$9/hour to \$15/hour. On Jan. 1, 2025, the minimum wage increased to \$13.50/hour, up from \$12/hour in 2024, and on Jan. 1, 2026, it will increase to \$15/hour.

- [Minimum wage in Nebraska](#) (Department of Labor)

## New Jersey

New Jersey's minimum wage rate for employers with six or more employees generally is \$15.49/hour as of Jan. 1, 2025, up from \$15.13/hour in 2024. It will increase to \$15.92/hour on Jan. 1, 2026. Seasonal and small employers have until 2026 to reach \$15/hour — the

minimum wage in 2025 for these employees is \$14.53/hour. Additionally, long-term care facility direct care staff's minimum wage is \$18.49/hour, up from \$18.13/hour.

- [New Jersey's minimum wage](#) (Wage and Hour division)
- [New Jersey's minimum wage to increase to \\$15.92/hour for most employees on Jan. 1](#) (Department of Labor & Workforce Development, Oct. 1, 2025)
- [New Jersey's minimum wage to surpass \\$15 per hour target set by Gov. Murphy](#) (Governor's office, Sept. 26, 2023)
- [New Jersey passes law to eventually increase minimum wage to \\$15 per hour](#) (Archer, February 2019)
- [Governor Murphy touts \\$15 minimum wage with business leaders, local officials](#) (Governor's office, Feb. 5, 2019)

## New York

In New York City, Long Island and Westchester County, the minimum wage increased to \$16.50/hour on Jan. 1, 2025, up from \$16/hour in 2024. On Jan. 1, 2026, it will increase to \$17/hour on Jan. 1, 2026.

For the rest of New York, the wage increased to \$15.50/hour on Jan. 1, 2025, up from \$15/hour in 2024, and it will increase to \$16/hour on Jan. 1, 2026.

Starting Jan. 1, 2027, the state minimum wage rates will be set annually by the New York State Department of Labor and published no later than Oct. 1 of each year, with the new rate effective on Jan. 1 of the following year. Since July 2023, New York City also has a minimum pay rate for app-based food delivery workers. As of April 1, 2025, it is \$21.44/hour, up from \$19.56/hour in 2024.

- [Council overrides mayor's vetoes to enact laws that provide minimum pay and protections for grocery delivery workers and repeal excessive criminal penalties for street vendors](#) (New York City Council, Sept. 10, 2025)
- [Statement from New York City Council spokesperson on Mayor Adams' vetoes of bills to establish minimum pay standards and protections for grocery delivery workers](#) (New York City Council, Aug. 13, 2025)
- [NYC Mayor Adams veto message](#) (Mayor's office, Aug. 13, 2025)
- [Mayor Adams announces full minimum pay rate for app-based restaurant delivery workers is now in effect](#) (NYC Department of Work and Protection, April 1, 2025)
- [Mayor Adams announces first annual increase in minimum pay rate for app-based restaurant delivery workers](#) (NYC Department of Work and Protection, April 1, 2024)
- [Mayor Adams, DCWP Commissioner Mayuga announce nation's first minimum pay rate for App-based restaurant delivery workers](#) (Mayor's office, June 11, 2023)
- [2023 Ch. 56, S 4006C](#) (Legislature, May 3, 2023)
- [Minimum wage frequently asked questions](#) (Department of Labor)

- [New York State's minimum wage](#) (Government)
- [Governor Hochul announces agreement on FY 2024 state budget](#) (Governor's office, April 27, 2023)
- [2023 minimum wage report](#) (Department of Labor, Sept. 30, 2022)
- [NYC's expanded minimum pay protections for app-based grocery delivery workers arrive, bringing varying effective dates + possible legal challenges](#) (Jackson, Lewis, Sept. 22, 2025)
- [NYC sets smaller driver pay bump after Uber, Lyft pushback](#) (subscription required) (Bloomberg Law, June 20, 2025)
- [Final phase of NYC minimum pay-rate increase for app-based delivery workers is in effect](#) (Jackson Lewis, April 17, 2025)
- [Uber locks out New York drivers mid-shift to lower minimum pay](#) (subscription required) (Bloomberg Law, June 24, 2024)
- [2023 New York minimum wage](#) (Horton Management Law, Oct. 6, 2022)

## Oregon

On July 1, 2025, the minimum wage increased to \$15.05/hour, up from \$14.70, and the minimum wage in the Portland metropolitan area increased to \$16.30/hour, up from \$15.95/hour. The minimum wage in Portland will increase to \$16.75/hour for calendar year 2026, under a ballot measure voters approved Nov. 4, 2025. Starting in 2029, the minimum wage will be adjusted based on increases to the cost of living.

The nonurban minimum wage increased to \$14.05/hour, up from \$13.70/hour.

- [Minimum wage increase schedule](#) (Bureau of Labor & Industries)
- [Oregon minimum wage increase takes effect July 1, 2025](#) (Littler, May 14, 2025)

## Rhode Island

On Jan. 1, 2025, Rhode Island's minimum wage increased to \$15/hour, up from \$14/hour in 2024. The rate will increase to \$16/hour in 2026 and to \$17/hour in 2027.

- [H 5029](#) (Legislature)
- [H 5130](#) (Legislature)
- [Minimum wage](#) (Department of Labor and Training)
- [Governor McKee signs legislation raising the minimum wage in Rhode Island](#) (Governor's office, May 20, 2021)
- [House passes minimum wage bill](#) (State of Rhode Island General Assembly, May 6, 2021)

## Texas — Houston

On Oct. 1, 2023, Houston’s minimum wage for employers that have contracts with Houston’s aviation air facilities increased to \$15/hour, up from \$14/hour.

- [Executive Order 1-64: Living wage carrier](#) (City of Houston)
- [Houston raises the minimum wage for Houston-area airport workers, up to \\$15 per hour by October 2023](#) (Seyfarth, Feb. 22, 2022)

## Washington, DC

On July 1, 2025, the minimum wage rate increased to \$17.95/hour, up from \$17.50/hour.

- [Public notice: District of Columbia minimum wage increase](#) (Department of Employment Services)
- [Minimum wage](#) (Department of Employment Services)
- [B24-0134 — Minimum Wage Clarification Amendment Act of 2023](#) (Council of the District of Columbia)

## Washington

On Jan. 1, 2025, Washington’s minimum wage increased to \$16.66/hour for employees aged 16 or older, up from \$16.28/hour. It is expected to increase to \$17.13/hour for 2026. Employees aged 14 to 15 years must be paid at least \$14.16/hour in 2025, up from \$13.84/hour. Large employers with 51 or more employees must pay exempt employees at least twice the minimum wage to be exempt from overtime requirements. Small employers with up to 50 employees must pay exempt employees 1.75 times the minimum wage to be exempt from overtime requirements. Exempt computer professionals paid hourly must be paid at least 3.5 times the minimum wage.

In Seattle, the minimum wage for 2025 is \$20.76/hour for all employers. Small businesses can no longer make up any part of the minimum wage with tips or medical benefits that are paid to their employees.

In SeaTac, the 2025 minimum wage is \$20.17/hour for hospitality and transportation workers — up from \$19.71/hour in 2024.

In Tukwila, the minimum wage [increased](#) to \$21.10/hour on Jan. 1, 2025 (up from \$20.29/hour for employers with more than 500 employees), and to \$20.10/hour (up from \$18.29/hour for employers with 15–500 employees). On July 1, 2025, mid-size employers are required to increase their minimum wage rate to the same \$21.10 rate as large employers. Smaller employers are not covered by Tukwila’s minimum wage law. On Jan. 1, 2026, the minimum wage will increase to \$21.65/hour for all employers.

In May 2024, the King County Council approved a proposal that set the minimum wage to \$20.29/hour (plus inflation increase) across unincorporated King County beginning Jan. 1, 2025. Employers with 15 or fewer employees and an annual gross revenue of less than \$2 million will have an hourly minimum wage rate of \$3 less (\$17.29/hour). The reduction would decrease annually by \$0.50/hour until no reduction remains in 2030. Meanwhile, employers with 15 or fewer employees and an annual gross revenue of \$2 million or greater and

employers with more than 15 employees but fewer than 500 employees will have an hourly minimum wage rate of \$2 less (\$18.29/hour). The reduction will decrease annually by \$1/hour until no reduction remains in 2026.

On Feb. 13, 2024, Renton voters passed an initiative for Renton employers to pay the same minimum wage as the City of Tukwila — beginning July 1, 2024. In 2025, the minimum wage in Renton increased to \$20.90/hour for large employers that have more than 500 employees. The rate for mid-sized employers (with five to 500 employees, or that have over \$2 million in annual gross revenue) is \$18.90/hour from Jan. 1, 2025, through June 30, 2025, and it will increase to \$19.90/hour from July 1, 2025, through Dec. 31, 2025.

- On Nov. 5, 2024, voters in Everett approved a ballot initiative to establish a local minimum wage of \$20.24/hour on July 1, 2025. It will increase to \$20.77/hour for large employers (at least 500 employees) on Jan. 1, 2026, according to the city's minimum wage memo. For employers with 15-499 employees, the minimum wage will increase to \$18.77/hour from January 1 to June 30 and to \$19.77/hour for the rest of the year.
- [Minimum wage](#) (Washington State Department of Labor and Industries)
- [Minimum wage](#) (Seattle Office of Labor Standards)
- [Washington's minimum wage going up to \\$16.66/hour in 2024](#) (Department of Labor & Industries, Sept. 30, 2024)
- [City minimum wage](#) (City of Bellingham)
- [Resolution No. 515](#) (City of Burien)
- [Initiative measure No. 23-02](#) (King County)
- [Minimum wage and effective dates](#) (City of Renton)
- [Labor standards — Minimum wage ordinance](#) (City of Tukwila)
- [City of Everett minimum wage 2026 annual update](#) (City of Everett)
- [Washington minimum wage expected to rise to \\$17.13 for 2026](#) (subscription required) (Bloomberg Law, Sept. 12, 2025)
- [Tukwila, Washington, announces 2026 minimum wage](#) (subscription required) (Bloomberg Law, Sept. 8, 2025)
- [Washington employers face minimum wage and salary threshold increases](#) (Vorys, Nov. 7, 2024)
- [Everett, Washington, votes to create local minimum wage](#) (subscription required) (Bloomberg Law, Nov. 7, 2024)
- [Washington increases wage and salary thresholds for exemption and non-competes](#) (Seyfarth, Oct. 28, 2024)
- [City of SeaTac announces 2025 minimum wage adjustments](#) (City of SeaTac, Oct. 1, 2024)

- [Minimum wage in unincorporated King County](#) (King County)
- [City of Tukwila minimum wages for 2025](#) (City of Tukwila, Oct. 4, 2023)
- [City of SeaTac announces 2024 minimum wage adjustments](#) (City of SeaTac, Oct. 4, 2023)
- [Washington's minimum wage will hit \\$16.28 per hour in 2024](#) (Department of Labor & Industries, Sept. 29, 2023)
- [Renton, Washington votes in local minimum wage effective July 1](#) (subscription required) (Bloomberg, Feb. 14, 2024)
- [Renton \\$19 minimum wage hike ballot measure leading in early results](#) (Seattle Times, Feb. 13, 2024)

## Section 4

# Company support for minimum wage increases

- [Why Amazon supports a \\$15 minimum wage](#) (Amazon)
- [BofA raises minimum wage to \\$25 an hour, reaching its goal](#) (subscription required) (Bloomberg Law, Sept. 17, 2025)
- [Delta increases starting pay to \\$19 an hour, provides pay raises to employees worldwide](#) (Delta, April 22, 2024)
- [A majority of America's small business owners support minimum wage increase, even as they worry about worker affordability](#) (CNBC, Feb. 22, 2024)
- [8 companies raising the minimum wage](#) (Investopedia, Jan. 3, 2024)
- [Most employers support raising federal minimum wage](#) (subscription require) (SHRM, Aug. 7, 2023)
- [35 companies and jobs that pay \\$15 an hour in 2022](#) (Ivetriedthat, Oct. 8, 2021)
- [Walgreens latest to raise minimum wage to \\$15 an hour](#) (Forbes, Aug. 31, 2021)
- [CVS Health announces wage increases](#) (CVS, Aug. 4, 2021)
- [\\$15 wage becoming a norm as employers struggle to fill jobs](#) (Click Orlando, July 27, 2021)
- [Costco, Amazon and 16 other companies that raised their minimum wage to \\$15 \(or more\)](#) (GO Banking rates, July 23, 2021)
- [These 8 companies are increasing wages to attract more employees](#) (The Ascent, July 3, 2021)
- [Bank of America, Amazon, McDonald's and the state of Connecticut are raising the minimum wage and offering bonuses to entice workers to accept jobs](#) (Forbes, May 19, 2021)
- [Under Armour increases its minimum pay rate to \\$15 per hour](#) (Under Armour, May 19, 2021)
- [Bank of America increases US minimum hourly wage to \\$25 by 2021 \(requires all its US vendors to pay \\$15 per hour or more\)](#) (Bank of America, May 18, 2021)
- [McDonald's raises minimum pay at corporate-owned stores across the US, as the battle for workers heats up](#) (Insider, May 13, 2021)
- [Chipotle increases wages resulting in \\$15 per hour average wage and provides path to six figure compensation in approximately 3 years](#) (Chipotle, May 10, 2021)
- [Chipotle, looking to attract workers, will raise its average wage to \\$15 an hour](#) (The New York Times, May 10, 2021)

- [Costco increases its minimum wage to \\$16 an hour — there is an alarming downside that needs to be discussed](#) (Forbes, Feb. 26, 2021)
- [Best Buy provides updates on evolution of employee pay and sales performance: Increasing starting hourly wage to \\$15 on Aug. 2](#) (July 21, 2020)
- [Target increases starting wage to \\$15; thanks frontline team members with recognition bonus](#) (Target, June 17, 2020)
- [Wells Fargo to raise minimum hourly pay levels in a majority of its US markets](#) (Wells Fargo, March 4, 2020)

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