

## Prenatal-to-3 State Policy Roadmap 2025

### STATE MINIMUM WAGE

**What progress have states made in the last year to adopt and fully implement a state minimum wage of \$10.00 or greater?**

State	State Context and Policy Update
Alabama	<p>Alabama state statutes do not specify a state minimum wage, therefore, the minimum wage defaults to the federal minimum wage of \$7.25. Approximately 29,500 hourly workers would see an increase in their wages if Alabama increased its state minimum wage to \$10.00. The tipped minimum wage in Alabama also defaults to the federal tipped minimum of \$2.13. Alabama has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators introduced H.B. 291, which would have repealed the state's preemption law, but the bill did not pass this session.</p>
Alaska	<p>In November 2024, Alaska voters approved a ballot measure to gradually increase the state minimum wage. As a result, the state minimum wage increased twice in 2025. On January 1, the wage increased from \$11.73 to \$11.91 and then it increased again to \$13.00 on July 1, 2025. This change equates to an increase of approximately \$2,642 in annual income for a full-time worker earning minimum wage, which is enough to cover 4 months of groceries for a single parent with two young children. By law, the minimum wage must remain at least \$1.00 above the federal minimum wage.</p> <p>In Alaska, tipped workers and workers with disabilities must be paid the regular minimum wage. In 2014, voters approved a ballot measure to eliminate the minimum wage for tipped workers. In 2018, Alaska repealed a regulation that permitted employers to hire workers with disabilities for a subminimum wage, and in 2022, legislators enacted a bill, which repealed the state statute that allowed workers with disabilities to be paid a subminimum wage.</p> <p>In the last year, legislators did not introduce any bills to increase the state minimum wage.</p>
Arizona	<p>Arizona's state minimum wage is adjusted annually for inflation. As a result, the state minimum wage increased from \$14.35 to \$14.70 on January 1, 2025. This change equates to an increase of approximately \$728 in annual income for a full-time worker earning minimum wage, which is enough to cover 5 weeks of groceries for a single parent with two young children. The tipped minimum wage in Arizona is \$11.70, set in statute as \$3.00 less than the regular state minimum wage.</p> <p>In November 2024, Arizona voters rejected a legislatively-referred ballot measure which would have allowed the base wage for tipped workers to be 25% less than the regular minimum wage, provided the total earnings, including tips, meet or exceed the regular minimum wage plus \$2.00.</p> <p>In the last year, legislators introduced H.B. 2289, which would have increased the state minimum wage to \$18.00. Legislators also introduced H.B. 2899, which would have retroactively made the state minimum wage \$18.00 in 2020 and then increased the wage by \$1.00 in 2026 and 2027 after the wage was adjusted for inflation since 2020. The bill would have also made the tipped minimum wage the same as the regular minimum wage. The bills did not pass this session.</p>

Arkansas	<p>In 2018, Arkansas voters approved a ballot measure to gradually increase the state minimum wage to \$11.00 by January 1, 2021. The state minimum wage has not increased since then. The tipped minimum wage is set in state statute at \$2.63, which is 50 cents higher than the federal tipped minimum wage. Arkansas has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators did not introduce any bills to increase the state minimum wage.</p>
California	<p>California's state minimum wage is adjusted annually for inflation. As a result, the state minimum wage increased from \$16.00 to \$16.50 on January 1, 2025. This change equates to an increase of approximately \$1,040 in annual income for a full-time worker earning minimum wage, which is enough to cover 8 weeks of groceries for a single parent with two young children. Prior to 2023, the state minimum wage for small employers (employers with 25 or fewer workers) was \$1.00 lower than the regular minimum wage.</p> <p>California was the first state to eliminate the tipped minimum wage when the state required tipped workers be paid the regular minimum wage in 1975. In 2021, legislators enacted a bill which eliminated the subminimum wage for workers with disabilities effective January 1, 2025.</p> <p>In November 2024, California voters rejected a ballot measure which would have gradually increased the state minimum wage \$18.00 by 2026. In the last year, legislators did not introduce any bills to increase the state minimum wage.</p>
Colorado	<p>Colorado's state minimum wage is adjusted annually for inflation. As a result, the state minimum increased from \$14.42 to \$14.81 on January 1, 2025. This change equates to an increase of approximately \$811 in annual income for a full-time worker earning minimum wage, which is enough to cover 6 weeks of groceries for a single parent with two young children. The tipped minimum wage is \$11.79, set in the state constitution as no more than \$3.02 below the regular minimum wage. In 2021, legislators enacted a bill which eliminated the subminimum wage for workers with disabilities effective July 1, 2025. In 2022, Colorado became the first state to require individuals who are incarcerated to be paid the state minimum wage.</p> <p>In the last year, legislators did not introduce any bills to increase the state minimum wage.</p>
Connecticut	<p>Connecticut's state minimum wage is adjusted annually for inflation. As a result, the state minimum wage increased from \$15.69 to \$16.35 on January 1, 2025. This change equates to an increase of approximately \$1,373 in annual income for a full-time worker earning minimum wage, which is enough to cover 10 weeks of groceries for a single parent with two young children. State statute outlines that the Labor Commissioner can recommend suspension of changes to the state minimum wage if the state experiences two consecutive quarters of negative growth. The tipped minimum wage in Connecticut is \$6.38, though bartenders must be paid a minimum cash wage of \$8.23.</p> <p>In the last year, legislators introduced H.B. 5703, which would have capped annual inflation adjustments at 10 cents. Legislators also introduced H.B. 5607, which would have created a task force to study the impact of eliminating the subminimum wage for workers with disabilities, and H.B. 5761, which would have eliminated the subminimum wage for workers with disabilities. H.B. 5607 advanced through the original chamber, but ultimately, none of the bills passed this session.</p>

Delaware	<p>In 2021, legislators enacted a bill which gradually increased the state minimum wage until it reached \$15.00 in 2025. As a result, Delaware' state minimum wage increased from \$13.25 to \$15.00 on January 1, 2025. This change equates to an increase of approximately \$3,640 in annual income for a full-time worker earning minimum wage, which is enough to cover 6 months of groceries for a single parent with two young children. There are no additional increases scheduled.</p> <p>The tipped minimum wage in Delaware is \$2.23, which is 10 cents more than the federal tipped minimum wage. In 2021, legislators enacted a bill which eliminated the subminimum wage for workers with disabilities effective January 31, 2024.</p> <p>In the last year, legislators did not introduce any bills to increase the state minimum wage.</p>
District of Columbia	<p>The District of Columbia's minimum wage is adjusted annually for inflation. As a result, the minimum wage increased from \$17.50 to \$17.95 on July 1, 2025. This change equates to an increase of approximately \$936 in annual income for a full-time worker earning minimum wage, which is enough to cover 7 weeks of groceries for a single parent with two young children. By law, the District of Columbia's minimum wage must remain at least \$1.00 more than the federal minimum wage.</p> <p>The tipped minimum wage in the District of Columbia is \$10.00. In 2022, the District of Columbia approved a ballot measure to gradually phase out and fully eliminate the tipped minimum wage by July 1, 2027. In 2023, legislators enacted an emergency bill, which postponed the implementation by 4 months, meaning the tipped minimum wage did not begin to increase until May 1, 2023.</p> <p>In the last year, legislators included a provision in the final enacted Fiscal Year 2026 budget which partially repealed the elimination of the tipped minimum wage. The tipped minimum wage will now incrementally increase until it is 75% of the regular minimum wage by 2034.</p>
Florida	<p>In November 2020, Florida voters approved an amendment to increase the state's minimum wage annually by \$1.00, until the wage reaches \$15.00 on September 30, 2026. As a result, Florida's state minimum wage increased from \$13.00 to \$14.00 on September 30, 2025. This change equates to an increase of approximately \$2,080 in annual income for a full-time worker earning minimum wage, which is enough to cover 15 weeks of groceries for a single parent with two young children. After September 30, 2026, the minimum wage will be adjusted annually for inflation.</p> <p>The tipped minimum wage in Florida is \$10.98, set in state statute as no more than \$3.02 below the regular minimum wage. Florida has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators did not introduce any bills to increase the state minimum wage.</p>
Georgia	<p>Georgia state statute specifies a \$5.15 minimum wage, therefore, the state minimum wage defaults to the federal minimum wage of \$7.25. Approximately 75,500 hourly workers would see an increase in their wages if Georgia increased its state minimum wage to \$10.00. Georgia state statutes do not set a tipped minimum wage, and therefore, the tipped minimum wage defaults to the federal tipped minimum wage of \$2.13. Georgia has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators enacted S.B. 55 which will phase out and fully eliminate the subminimum wage for workers with disabilities by July 1, 2027. Legislators introduced multiple bills to increase the state minimum wage, but none of the bills passed this session. H.B. 321 and S.B. 395 would have increased the minimum wage to \$15.00, H.B. 343 would have increased the wage to \$20.00 with annual adjustments for inflation, and S.B. 273 would have increased the wage to \$22.00 with annual adjustments for inflation. Additionally, H.B. 395 would have also increased the tipped minimum wage to 50% of the regular minimum wage, and H.B. 343 would have made the tipped minimum wage the same as the regular minimum wage.</p>

Hawaii	<p>In 2022, legislators enacted a bill to increase the state minimum wage by \$2.00 every other year until it reaches \$18.00 on January 1, 2028, making it the first state to enact legislation to increase the minimum wage to \$18.00. As a result, Hawaii's state minimum wage remains \$14.00 until January 1, 2026.</p> <p>Generally, the tipped minimum wage is the same as the regular minimum wage in Hawaii. However, employers may pay tipped employees \$12.75 if the tipped employee's earnings exceed \$21.00 per hour when the base wage and tips are combined. If not, then the tipped employee must be paid the regular minimum wage. In 2021, legislators enacted a bill, which eliminated the subminimum wage for workers with disabilities effective January 1, 2022.</p> <p>In the last year, legislators introduced S.B. 455, which would have required the state minimum be adjusted annually for inflation. Legislators also introduced companion bills S.B. 214/H.B. 684, which would have eliminated the tipped minimum wage. Alternatively, legislators introduced companion bills S.B. 604/H.B. 479, which would have increased the tipped minimum wage to 80% of the regular minimum wage. Legislators also introduced H.B. 84 and H.B. 524, which would have reduced future scheduled increases such that the wage would have reached \$15.00 by 2026, instead of \$16.00, and also repealed further planned increases. The bills did not pass this session.</p>
Idaho	<p>Idaho's state minimum wage is set in state statute to equal the federal minimum wage, which is currently \$7.25. Approximately 12,100 hourly workers would see an increase in their wages if Idaho increased its state minimum wage to \$10.00. The tipped minimum wage is \$3.35, which is higher than the federal tipped minimum wage of \$2.13. Idaho has a preemption law to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators introduced H. 485, which would have incrementally increased the state minimum wage to \$17.00 by 2027 with annual adjustments for inflation thereafter. The bill would have also incrementally increased the tipped minimum wage to \$8.00 by 2027. Legislators also introduced H. 68, which would have repealed the state's preemption law. The bills did not pass this session.</p>
Illinois	<p>In 2019, legislators enacted a bill which gradually increased the state minimum wage until it reached \$15.00 in 2025. As a result, Illinois' state minimum wage increased from \$14.00 to \$15.00 on January 1, 2025. This change equates to an increase of approximately \$2,080 in annual income for a full-time worker earning minimum wage, which is enough to cover 15 weeks of groceries for a single parent with two young children. There are no additional increases scheduled.</p> <p>The tipped minimum wage in Illinois is \$9.00, set in state statute as 60% of the regular minimum wage.</p> <p>In January 2025, the governor signed H.B. 793 (from the 2024 legislative session) into law, which will eliminate the subminimum wage for workers with disabilities by January 1, 2030. In the last year, legislators introduced H.B. 2982, which would have made the tipped minimum wage the same as the regular minimum wage, but the bill did not pass this session.</p>
Indiana	<p>Indiana state minimum wage is set in state statute to equal the federal minimum wage, which is currently \$7.25. Approximately 42,100 hourly workers would see an increase in their wages if Indiana increased its state minimum wage to \$10.00. The tipped minimum wage also defaults to the federal tipped minimum, which is currently \$2.13. Indiana has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators introduced H.B. 1364, which would have tied the state minimum wage to the governor's annual salary such that the minimum wage would have been set at 0.008% of the governor's salary. Legislators also introduced S.B. 100, which would have repealed the state's preemption law. The bills did not pass this session.</p>

Iowa	<p>Iowa state statute indicates the state minimum wage will either be \$7.25 or the federal minimum, whichever is higher. Approximately 10,600 hourly workers would see an increase in their wages if Iowa increased its state minimum wage to \$10.00. The tipped minimum wage in Iowa is \$4.35, set in state statute as 60% of the regular minimum wage. Iowa has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators introduced H.F. 349, which would have increased the state minimum wage to \$13.50, and H.F. 538, which would have phased out and fully eliminated the subminimum wage for workers with disabilities. The bills did not pass this session.</p>
Kansas	<p>Kansas state statute specifies a minimum wage of \$7.25, which is equal to the federal minimum wage. Approximately 19,300 hourly workers would see an increase in their wages if Kansas increased its state minimum wage to \$10.00. State statute also specifies a tipped minimum wage of \$2.13, which is equal to the federal tipped minimum wage. Kansas has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators introduced H.B. 2151 and S.B. 218, which would have increased the state minimum wage to \$15.00. S.B. 218 would have also annually adjusted the wage for inflation and would have increased the tipped minimum wage to 50% of the regular minimum wage. Legislators also introduced H.B. 2123, which would have made the tipped minimum wage \$6.15. None of the bills passed this session.</p>
Kentucky	<p>Kentucky state statute indicates the state minimum wage will either be \$7.25 or the federal minimum, whichever is higher. Approximately 42,500 hourly workers would see an increase in their wages if Kentucky increased its state minimum wage to \$10.00. The tipped minimum wage also defaults to the federal tipped minimum, which is currently \$2.13. Kentucky has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators introduced S.B. 11 and H.B. 67, which would have incrementally increased the state minimum wage to \$15.00 by 2029, and H.B. 564, which would have incrementally increased the state minimum wage to \$17.00 by 2029. H.B. 67 would have also increased the tipped minimum wage to \$5.00 and H.B. 564 would have also incrementally increased the tipped minimum wage until it was the same as the regular minimum wage. Legislators also introduced H.B. 599, which would have phased out and fully eliminated the subminimum wage for workers with disabilities. None of the bills passed this session.</p>
Louisiana	<p>Louisiana state statutes do not specify a state minimum wage, therefore, the minimum wage defaults to the federal minimum wage of \$7.25. Approximately 58,400 hourly workers would see an increase in their wages if Louisiana increased its state minimum wage to \$10.00. The tipped minimum wage in Louisiana also defaults to the federal tipped minimum, which is currently \$2.13. Louisiana has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators introduced S.B. 206, which would have established a state minimum wage and increased the state minimum wage until it reached \$14.00 in 2029. The bill did not pass this session.</p>

Maine	<p>Maine's state minimum wage is adjusted annually for inflation. As a result, the state minimum wage increased from \$14.15 to \$14.65 on January 1, 2025. This change equates to an increase of approximately \$1,040 in annual income for a full-time worker earning minimum wage, which is enough to cover 8 weeks of groceries for a single parent with two young children. The tipped minimum wage is \$7.33, set in state statute as 50% of the regular state minimum wage. In 2020, legislators enacted a bill which eliminated the subminimum wage for workers with disabilities effective June 2020.</p> <p>In the last year, the legislators introduced L.D. 853, which would increase the state minimum wage based on the Massachusetts Institute of Technology's Living Wage Calculator. Legislators also introduced a bill to set the minimum wage at \$14.65 and remove annual cost-of-living adjustments. The bills did not pass this session.</p>
Maryland	<p>In 2019, legislators enacted a bill to gradually increase the state minimum wage until it reached \$15.00 in 2025. However, in 2023, legislators enacted another bill which accelerated the scheduled increases, meaning the state minimum wage increased to \$15.00 in 2024 instead of 2025. The state minimum wage has not increased since then. By law, Maryland's minimum wage will be set at the federal minimum wage if the federal wage surpasses the minimum set by the state.</p> <p>Maryland state statute specifies a \$3.63 tipped minimum wage. In 2016, Maryland legislators enacted a bill which eliminated the subminimum wage for workers with disabilities effective October 1, 2020.</p> <p>In the last year, legislators introduced companion bills S.B. 809/H.B. 1458, which would have amended the state constitution to make the tipped minimum wage the same as the regular minimum wage. The bills did not pass this session.</p>
Massachusetts	<p>In 2018, legislators enacted a bill which gradually increased the state minimum wage until it reached \$15.00 on January 1, 2023. The state minimum wage has not increased since then. Massachusetts' state statute specifies a \$6.75 tipped minimum wage.</p> <p>In November 2024, Massachusetts voters rejected a ballot measure which would have gradually increased the tipped minimum wage until it would have been equal to the regular minimum wage by 2029.</p> <p>In the last year, legislators introduced S. 1349 and H. 2107, which would incrementally increase the state minimum wage to \$20.00 by 2029 and would increase the tipped minimum wage to 60% of the regular minimum wage by 2030. As of September 2025, the bills had not passed.</p>
Michigan	<p>Due to legislation enacted this year, Michigan's state minimum wage increased from \$10.33 to \$12.48 on February 21, 2025. This change equates to an increase of approximately \$4,472 in annual income for a full-time worker earning minimum wage, which is enough to cover 8 months of groceries for a single parent with two young children. Additional annual increases are scheduled until January 1, 2027, when the wage will reach \$15.00 with annual adjustments for inflation beginning the following year.</p> <p>The tipped minimum wage in Michigan is currently \$4.74, set by statute as 38% of the regular minimum wage. Michigan has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators enacted S.B. 8, which changed the increase schedule for the state minimum wage set by the Michigan Supreme Court such that the wage will now incrementally increase to \$15.00 by 2027 (previously the wage was scheduled to incrementally increase to \$14.97 by 2028), with annual adjustments for inflation thereafter. The bill also repealed the elimination of the tipped minimum wage. Instead, the tipped minimum wage will now incrementally increase until 2031, when it will be equal to 50% of the regular minimum wage.</p>

Minnesota	<p>Minnesota's state minimum wage is adjusted annually for inflation. In 2024, legislators enacted a bill to repeal separate minimum wage rules for large and small employers, therefore beginning January 1, 2025, the state minimum wage applies to all employers regardless of size. As a result, the state minimum wage increased from \$10.85 to \$11.13 for large employers and from \$8.85 to \$11.13 for all other employers on January 1, 2025. For a full-time worker earning the minimum wage at a large employer, the change equates to an increase of approximately \$582 in annual income, which is enough to cover 4 weeks of groceries for a single parent with two young children.</p> <p>In Minnesota, tipped workers must be paid the regular minimum wage.</p> <p>In the last year, legislators introduced S.F. 671, which would have increased the state minimum wage to \$20.00 by 2029. Legislators also introduced companion bills S.F. 1052/H.F. 262, which would have phased out and fully eliminated the subminimum wage for workers with disabilities. The bills did not pass this session.</p>
Mississippi	<p>Mississippi state statutes do not specify a state minimum wage, therefore, the minimum wage defaults to the federal minimum wage of \$7.25. Approximately 33,800 hourly workers would see an increase in their wages if Mississippi increased its state minimum wage to \$10.00. The tipped minimum wage also defaults to the federal tipped minimum, which is currently \$2.13. Mississippi has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators introduced H.B. 1550, which would have increased the state minimum wage to \$8.50. Legislators introduced three bills (H.B. 266, H.B. 364, and H.B. 898), which would have increased the state minimum wage to \$10.00, as well as H.B. 740 which would have increased the state minimum wage to \$15.00. Legislators also introduced S.B. 2440 and S.B. 2441, which would have incrementally increased the state minimum wage until it reached \$15.00 in 2028. In addition, legislators introduced H.B. 1320, which would have incrementally increased the state minimum wage to \$12.00 by 2029 with annual adjustments for inflation thereafter. The bill would have also incrementally increased the tipped minimum wage until it was the same as the regular minimum wage. None of the bills passed this session.</p>
Missouri	<p>In November 2024, Missouri voters approved a ballot measure to gradually increase the state minimum wage to \$15.00 by 2026. As a result, the minimum wage increased from \$12.30 to \$13.75 on January 1, 2025. This change equates to an increase of approximately \$3,016 in annual income for a full-time worker earning minimum wage, which is enough to cover 5 months of groceries for a single parent with two young children. The tipped minimum wage in Missouri is \$6.88, set in state statute as 50% of the regular state minimum wage. Missouri has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators enacted H.B. 567 to repeal annual cost-of-living adjustments to the state minimum wage.</p>
Montana	<p>Montana's state minimum wage is adjusted annually for inflation. As a result, the minimum wage increased from \$10.30 to \$10.55 on January 1, 2025. This change equates to an increase of approximately \$520 in annual income for a full-time worker earning minimum wage, which is enough to cover 4 weeks of groceries for a single parent with two young children. Montana's minimum wage does not apply to businesses not covered by the federal Fair Labor Standards Act whose gross annual sales are \$110,000 or less. Per state statute, tipped workers must be paid the regular minimum wage.</p> <p>In the last year, legislators introduced H.B. 484, which would have increased the minimum wage to \$12.06, but the bill did not pass this session.</p>



Nebraska	<p>In 2022, voters in Nebraska approved a ballot measure to incrementally increase the state minimum wage to \$15.00 by 2026, with annual adjustments for inflation thereafter. As a result, the minimum wage increased from \$12.00 to \$13.50 on January 1, 2025. This change equates to an increase of approximately \$3,120 in annual income for a full-time worker earning minimum wage, which is enough to cover 5 months of groceries for a single parent with two young children. Nebraska state statute specifies the tipped minimum wage as \$2.13, which is equal to the federal tipped minimum wage.</p> <p>In the last year, legislators introduced L.B. 258, which would have capped annual cost-of-living adjustments to no more than 1.5%, but the bill did not pass this session.</p>
Nevada	<p>Nevada's state minimum wage increased from \$11.25 to \$12.00 for all employers on July 1, 2024. The state minimum wage has not increased since then. Prior to 2024, Nevada's state minimum wage was tiered such that employers that offered health insurance were permitted to pay a lower minimum wage (\$1.00 less than the minimum wage for employers that did not offered health insurance). In 2022, voters approved a legislatively-referred ballot measure that eliminated all future annual cost-of-living adjustments, as well as the two-tiered minimum wage system.</p> <p>In Nevada, tipped workers must be paid the regular minimum wage. In 2023, legislators enacted a bill to phase out and fully eliminate the subminimum wage for workers with disabilities by January 1, 2028.</p> <p>In the last year, legislators did not introduce any bills to increase the state minimum wage.</p>
New Hampshire	<p>New Hampshire's state minimum wage is set in state statute as equal to the federal minimum wage, which is currently \$7.25. Approximately 5,800 hourly workers would see an increase in their wages if New Hampshire increased its state minimum wage to \$10.00. The tipped minimum wage in New Hampshire is \$3.26, set in statute as 45% of the regular minimum wage. In 2015, legislators enacted a bill which eliminated the subminimum wage for workers with disabilities effective July 2015.</p> <p>In the last year, legislators introduced S.B. 176 and H.B. 726, which would have incrementally increased the state minimum wage to \$15.00 by 2026 and 2028, respectively. H.B. 726 would have also increased the tipped minimum wage to 50% of the regular minimum wage. In addition, legislators introduced H.B. 442, which would have made the tipped minimum wage the same as the regular minimum wage. The bills did not pass this session.</p>
New Jersey	<p>New Jersey's state minimum wage is adjusted annually for inflation. As a result, the minimum wage increased from \$15.13 to \$15.49 on January 1, 2025. This change equates to an increase of approximately \$749 in annual income for a full-time worker earning minimum wage, which is enough to cover 6 weeks of groceries for a single parent with two young children. The minimum wage for seasonal and small employers (employers with five or fewer workers) is \$14.53. The tipped minimum wage in New Jersey is \$5.62, set in statute as \$9.87 less than the regular minimum wage.</p> <p>In the last year, legislators introduced A. 5433, which would incrementally increase the tipped minimum wage until it's the same as the regular minimum wage. As of September 2025, the bill had not passed.</p>
New Mexico	<p>In 2019, New Mexico legislators enacted a bill to gradually increase the state minimum wage until it reached \$12.00 on January 1, 2023. The state minimum wage has not increased since then. The tipped minimum wage in New Mexico is \$3.00.</p> <p>In the last year, legislators introduced H.B. 246, which would have increased the state minimum wage to \$17.00 in 2026 with annual adjustments for inflation thereafter. The bill would have also made the tipped minimum wage the same as the regular minimum wage. Legislators also introduced H.B. 522, which would have annually adjusted the state minimum wage for inflation beginning in 2026 and would have made the tipped minimum wage 25% of the regular minimum wage. The bills did not pass this session.</p>



New York	<p>New York state law designates differing state minimum wages based on geography. The state minimum wage in most of New York increased from \$15.00 to \$15.50 on January 1, 2025. This change equates to an increase of approximately \$1,040 in annual income for a full-time worker earning minimum wage, which is enough to cover 8 weeks of groceries for a single parent with two young children. The minimum wage in New York City, Long Island, and Westchester County increased from \$16.00 to \$16.50 on January 1, 2025. In 2023, legislators enacted a bill, which will gradually increase the state minimum wage to \$16.00 in most of New York state and to \$17.00 in New York City, Long Island, and Westchester Country by 2026, with annual adjustments to inflation thereafter.</p> <p>Similar to the regular minimum wage, the tipped minimum wage in New York also varies depending on both geography and industry. The tipped minimum wage for food service workers (but not “fast food” workers) is \$10.35 in most of New York state and \$11.00 in New York City and surrounding areas. The tipped minimum wage for other service employees is \$12.90 in most of New York state and \$13.75 in New York City and surrounding areas. Fast food workers must be paid the regular minimum wage for the region, effective January 1, 2024.</p> <p>In the last year, legislators introduced S. 4048, which would have incrementally increased the state minimum wage to \$20.00 by 2028 in most of New York state and to \$21.25 by 2028 for New York City and surrounding areas. Legislators also introduced companion bills S. 415A/A. 1200A, which would have gradually increased the tipped minimum wage for food service workers until it was the same as the regular minimum wage by 2029, and companion bills S. 28C/A. 1006B, which would have phased out and fully eliminated the subminimum wage for workers with disabilities. The bills did not pass this session.</p>
North Carolina	<p>North Carolina state statutes specify either a \$6.15 minimum wage or the federal minimum, whichever is higher. As a result, North Carolina’s state minimum wage defaults to the federal minimum of \$7.25. Approximately 91,800 hourly workers would see an increase in their wages if North Carolina increased its state minimum wage to \$10.00. The tipped minimum wage also defaults to the federal minimum, which is currently \$2.13. North Carolina has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators introduced H. 786 and S. 708, which would have incrementally increased the state minimum wage to \$15.00 by 2030 and would have repealed the state’s preemption law. Legislators introduced S. 525, which would have increased the state minimum wage to \$15.00 in 2026, and established a slower minimum wage phase in for small employers. Legislators also introduced H. 353, which would have incrementally increased the state minimum wage to \$18.00 by 2030. Additionally, companion bills S. 326/H. 339, would have increased the state minimum wage to \$22.00 with annual adjustments for inflation each year moving forward. Companion bills S. 326/H. 339 would have also gradually increased the tipped minimum wage until it was the same as the regular minimum wage. Finally, legislators introduced H. 403, which would have made the tipped minimum wage the same as the regular minimum wage and would have repealed the state’s preemption law. None of the bills passed this session.</p>
North Dakota	<p>North Dakota’s state statute specifies a minimum wage of \$7.25, which is equal to the federal minimum wage. Approximately 3,300 hourly workers would see an increase in their wages if North Dakota increased its state minimum wage to \$10.00. The tipped minimum wage in North Dakota is \$4.86, set in state statute as 67% of the regular minimum wage. North Dakota has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators introduced H.C.R. 3032, which would have increased the state minimum wage to \$9.25 with annual adjustments for inflation thereafter. The bill did not pass this session.</p>

Ohio	<p>Ohio's state minimum wage is adjusted annually for inflation. As a result, the state minimum wage increased from \$10.45 to \$10.70 on January 1, 2025. This change equates to an increase of approximately \$520 in annual earnings for a full-time minimum wage worker, which is enough to cover 4 weeks of groceries for a single parent with two young children. Ohio's state minimum wage only applies to employees of businesses with annual gross revenues of \$394,000 or more. The tipped minimum wage is \$5.35, set in state statute as 50% of the regular minimum wage. Ohio has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators introduced H.B. 234 and H.B. 34, which would incrementally increase the state minimum wage to \$15.00 by 2029 and 2030, respectively, with annual adjustments for inflation thereafter. Legislators also introduced H.B. 225 and S.B. 142, which would phase out and fully eliminate the subminimum wage for workers with disabilities. As of September 2025, none of the bills had passed.</p>
Oklahoma	<p>Oklahoma's state minimum wage is set by state statute to be equal to the federal minimum wage, which is currently \$7.25. Approximately 30,500 hourly workers would see an increase in their wages if Oklahoma increased its state minimum wage to \$10.00. The tipped minimum wage also defaults to the federal tipped minimum, which is currently \$2.13. Oklahoma has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators enacted S.B. 250, which allows tips, meals, and lodging received to be credited toward an employee's minimum wage if that wage exceeds the current federal minimum wage. Legislators also enacted H.B. 1833, which creates the "Rethinking Paying Subminimum Wage to Persons with Disabilities" task force. The new task force is commissioned with developing a plan to phase out the subminimum wage for workers with disabilities. In addition, legislators also introduced S.B. 35, which would have increased the state minimum wage to \$15.00 in 2026, and S.B. 55, which would have set the state minimum wage to \$13.50 with 50 cents annual increases for the next 5 years. Neither of these bills passed this session.</p> <p>A citizen-initiated ballot measure to gradually increase the state minimum wage to \$15.00 was previously approved and will be on the ballot for the June 2026 gubernatorial primary election.</p>
Oregon	<p>Oregon's state minimum wage is adjusted annually for inflation. As a result, the standard minimum wage increased from \$14.70 to \$15.05 on July 1, 2025. This change equates to an increase of approximately \$728 in annual earnings for a full-time minimum wage worker, which is enough to cover 5 weeks of groceries for a single parent with two young children.</p> <p>Oregon's state minimum wage also varies based on geographic region. The minimum wage in the Portland Urban Growth Boundary is \$16.30 (the standard wage plus \$1.25) and the minimum wage for designated non-urban counties is \$14.05 (the standard wage minus \$1.00).</p> <p>In Oregon, tipped workers and workers with disabilities must be paid the regular minimum wage. In 2019, legislators enacted a bill which eliminated the subminimum wage for workers with disabilities effective July 1, 2023. Oregon has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators introduced H.B. 2962, which would have changed how the state minimum wage rate is calculated by using fair market rent for the area. Legislators also introduced S.B. 766, which would have capped annual cost-of-living adjustments at 5%. The bills did not pass this session.</p>

Pennsylvania	<p>Pennsylvania's state minimum is set as equal to the federal minimum wage, which is currently \$7.25. Approximately 78,400 hourly workers would see an increase in their wages if Pennsylvania increased its state minimum wage to \$10.00. The tipped minimum wage in Pennsylvania is \$2.83, which is 70 cents higher than the federal tipped minimum wage of \$2.13. Pennsylvania has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators introduced S.B. 19, which would increase the state minimum wage to \$15.00 and would set the tipped minimum wage as 70% of the regular minimum wage. Legislators also introduced H.B. 1150, which would incrementally increase the tipped minimum wage until it was the same as the regular minimum wage, as well as S.B. 853, which would increase the state minimum wage to \$15.00 by 2027, would eliminate the tipped minimum wage, and would repeal the state's preemption law. Legislators also introduced H.B. 1549, which would increase the state minimum wage on different schedules based on country class and would set the tipped minimum wage as 60% of the regular minimum wage. As of September 2025, the bills had not passed.</p>
Rhode Island	<p>In 2021, legislators enacted a bill which gradually increased the state minimum wage until it reached \$15.00 in 2025. As a result, Rhode Island's state minimum wage increased from \$14.00 to \$15.00 on January 1, 2025. This change equates to an increase of approximately \$2,080 in annual income for a full-time worker earning minimum wage, which is enough to cover 15 weeks of groceries for a single parent with two young children. There are no additional increases scheduled.</p> <p>The tipped minimum wage in Rhode Island is \$3.89, as designated by state statute. In 2022, legislators enacted a bill which eliminated the subminimum wage for workers with disabilities. Rhode Island has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators enacted H.B. 5029 and S.B. 125 to increase the state minimum wage to \$16.00 in 2026 and to \$17.00 in 2027. Legislators also introduced S.B. 215, which would have increased the tipped minimum wage to \$6.75, and H.B. 5507, which would have gradually increased the tipped minimum wage until it was the same as the regular minimum wage, but the bill did not pass this session.</p>
South Carolina	<p>South Carolina state statutes do not specify a state minimum wage, therefore, the minimum wage defaults to the federal minimum wage of \$7.25. Approximately 39,400 hourly workers would see an increase in their wages if South Carolina increased its state minimum wage to \$10.00. The tipped minimum wage also defaults to the federal tipped minimum, which is currently \$2.13. In 2022, legislators enacted a bill which eliminated the subminimum wage for workers with disabilities effective August 1, 2024. South Carolina has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators introduced H.B. 5187, which would have incrementally increased the state minimum wage to \$10.00 by 2028 with annual adjustments for inflation thereafter. Legislators also introduced H.B. 3809, which would have increased the state minimum wage to \$17.00 in 2027. The bills did not pass this session.</p>
South Dakota	<p>South Dakota's state minimum wage is adjusted annually for inflation. As a result, the state minimum wage increased from \$11.20 to \$11.50 on January 1, 2025. This change equates to an increase of approximately \$624 in annual income for a full-time worker earning minimum wage, which is enough to cover 5 weeks of groceries for a single parent with two young children. The tipped minimum wage is \$5.75, set in statute as 50% of the regular minimum wage.</p> <p>In the last year, legislators did not introduce any bills to increase the state minimum wage.</p>

Tennessee	<p>Tennessee state statutes do not specify a state minimum wage, therefore, the minimum wage defaults to the federal minimum wage of \$7.25. Approximately 46,400 hourly workers would see an increase in their wages if Tennessee increased its state minimum wage to \$10.00. The tipped minimum wage also defaults to the federal tipped minimum, which is currently \$2.13. In 2022, legislators enacted a bill which eliminated the subminimum wage for workers with disabilities effective July 1, 2022. Tennessee has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators introduced companion bills S.B. 1190/H.B.1216 and companion bills S.B. 1357/H.B. 1399, which would have increased the state minimum wage to \$20.00 in 2026. The bills did not pass this session.</p>
Texas	<p>Texas' state minimum wage is set by state statute to equal the federal minimum wage, which is currently \$7.25. Approximately 258,200 hourly workers would see an increase in their wages if Texas increased its state minimum wage to \$10.00. The tipped minimum wage also defaults to the federal tipped minimum, which is currently \$2.13. Texas has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators introduced at least eight bills which would have increased the state minimum wage. H.B. 2836 would have increased the state minimum wage to \$13.00, and H.B. 193, H.B. 812, and H.B. 5297 would have increased the state minimum wage to \$15.00. H.B. 5598 would have also increased the state minimum wage to \$15.00 and would have created a task force to study a living wage in Texas. H.B. 3447 would have increased the state minimum wage to \$18.00. H.B. 691 and H.B. 5368 would have increased the state minimum wage to \$19.00. H.B. 691 would have also made the tipped minimum wage 50% of the regular minimum wage. Additionally, legislators also introduced companion bills S.B. 339/H.B. 3184, which would have repealed the state's preemption law. None of the bills passed this session.</p>
Utah	<p>Utah's state minimum wage is set in state statute as equal to the federal minimum wage, which is currently \$7.25. Approximately 17,400 hourly workers would see an increase in their wages if Utah increased its state minimum wage to \$10.00. The tipped minimum wage also defaults to the federal tipped minimum, which is currently \$2.13. Utah has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators did not introduce any bills to increase the state minimum wage.</p>
Vermont	<p>Vermont's state minimum wage is adjusted annually for inflation. As a result, the state minimum wage increased from \$13.67 to \$14.01 on January 1, 2025. This change equates to an increase of approximately \$707 in annual income for a full-time worker earning minimum wage, which is enough to cover 5 weeks of groceries for a single parent with two young children. The tipped minimum wage in Vermont is \$7.01, set in state statute as 50% of the regular minimum wage.</p> <p>In the last year, legislators introduced S. 67, H. 347, and S. 128, which would have increased the state minimum wage to \$18.60, \$20.00, and \$25.00, respectively. H. 347 and S. 128 would have also set the tipped minimum wage the same as the regular minimum wage. The bills did not pass this session.</p>

Virginia	<p>Virginia's state minimum wage is adjusted annually for inflation. As a result, the minimum wage increased from \$12.00 to \$12.41 on January 1, 2025. This change equates to an increase of approximately \$853 in annual income for a full-time worker earning minimum wage, which is enough to cover 6 weeks of groceries for a single parent with two young children. The tipped minimum wage in Virginia defaults to the federal tipped minimum, which is \$2.13. In 2023, legislators enacted a bill to phase out and fully eliminate the subminimum wage for workers with disabilities by July 1, 2030. Employers that had active 14(c) certificates as of July 1, 2023 may continue to pay subminimum wages until July 1, 2030, but the state can no longer issue new certificates.</p> <p>In the last year, legislators adopted H.B. 1928, which would have incrementally increased the state minimum wage to \$15.00 by 2027, however Governor Youngkin vetoed the bill.</p>
Washington	<p>Washington's state minimum wage is adjusted annually for inflation. As a result, the minimum wage increased from \$16.28 to \$16.66 on January 1, 2025. This change equates to an increase of approximately \$790 in annual income for a full-time worker earning minimum wage, which is enough to cover 6 weeks of groceries for a single parent with two young children.</p> <p>In Washington, tipped workers must be paid the regular minimum wage, and in 2021, legislators enacted a bill which eliminated the subminimum wage for workers with disabilities effective August 1, 2024.</p> <p>In the last year, legislators introduced S.B. 5339, which would have immediately increased the state minimum wage to \$16.66. Legislators also introduced three bills (H.B. 1181 and companion bills S.B. 5578/H.B. 1764) which would have incrementally increased the state minimum wage to \$25.00 by 2031. The bills did not pass this session.</p>
West Virginia	<p>West Virginia's state minimum wage has been \$8.75 since December 31, 2015. Approximately 13,900 hourly workers would see an increase in their wages if West Virginia increased its state minimum wage to \$10.00. The tipped minimum wage is \$2.62, set in state statute as 30% of the regular minimum wage.</p> <p>In the last year, legislators introduced H.B. 3207, which would have added annual cost-of-living adjustments to the state minimum wage. Legislators also introduced H.B. 2771, which would have repealed exemptions that allowed employers to pay workers with disabilities a subminimum wage. The bills did not pass this session.</p>
Wisconsin	<p>Wisconsin's state statute specifies a minimum wage of \$7.25, which is equal to the federal minimum wage. Approximately 36,100 hourly workers would see an increase in their wages if Wisconsin increased its state minimum wage to \$10.00. The tipped minimum wage is \$2.33, which is 20 cents higher than the federal tipped minimum wage of \$2.13. Wisconsin has a preemption law in place to prohibit localities from enacting a minimum wage that is higher than the state minimum wage.</p> <p>In the last year, legislators did not introduce any bills to increase the state minimum wage.</p>
Wyoming	<p>Wyoming state statute specifies a \$5.15 minimum wage, therefore, the state minimum wage defaults to the federal minimum wage of \$7.25. Approximately 2,200 hourly workers would see an increase in their wages if Wyoming increased its state minimum wage to \$10.00. The tipped minimum wage is \$2.13, which is the same as the federal tipped minimum wage.</p> <p>In the last year, legislators did not introduce any bills to increase the state minimum wage.</p>

Find additional information on the [methods and sources](#) used throughout the Roadmap and for each state.