



## Minimum Wage Rates By State Effective as of 1/1/26 (unless noted)

**Note: New Rates are Shown in Bold**

<u>State</u>	<u>Rate</u>	<u>State</u>	<u>Rate</u>
Alabama	No State-Mandated Minimum Wage	<b>Montana</b>	<b>\$10.85</b>
<b>Alaska</b>	<b>\$13.00</b>	<b>Nebraska</b>	<b>\$15.00</b>
<b>Arizona</b>	<b>\$15.15</b>	Nevada	\$12.00
Arkansas	\$11.00	New Hampshire	\$7.25
<b>California</b>	<b>\$16.90</b>	<b>New Jersey</b>	<b>\$15.92 (\$15.49 if less than 6 employees)</b>
<b>Colorado</b>	<b>\$15.16</b>	New Mexico	\$12.00
<b>Connecticut</b>	<b>\$16.94</b>	<b>New York</b>	<b>\$16.00 (\$17 in NYC, Nassau, Suffolk and Westchester)</b>
Delaware	\$15.00	North Carolina	\$7.25
<b>D.C.</b>	<b>\$17.95</b>	North Dakota	\$7.25
<b>Florida</b>	<b>\$14.00</b>	<b>Ohio</b>	<b>\$11.00</b>
Georgia	\$7.25	Oklahoma	\$7.25 (Exceptions Apply)
<b>Hawaii</b>	<b>\$16.00</b>	<b>Oregon</b>	<b>\$15.05 (hourly - \$16.30 for Portland metro, else \$14.05)</b>
Idaho	\$7.25	Pennsylvania	\$7.25
Illinois	\$15.00	Puerto Rico	\$10.50
Indiana	\$7.25	<b>Rhode Island</b>	<b>\$16.00</b>
Iowa	\$7.25	South Carolina	No State-Mandated Minimum Wage
Kansas	\$7.25	<b>South Dakota</b>	<b>\$11.85</b>
Kentucky	\$7.25	Tennessee	No State-Mandated Minimum Wage
Louisiana	No State-Mandated Minimum Wage	Texas	\$7.25
<b>Maine</b>	<b>\$15.10</b>	Utah	\$7.25
Maryland	\$15.00	<b>Vermont</b>	<b>\$14.42</b>
Massachusetts	\$15.00	<b>Virginia</b>	<b>\$12.77</b>
<b>Michigan</b>	<b>\$13.73</b>	<b>Washington</b>	<b>\$17.13</b>
<b>Minnesota</b>	<b>\$11.41</b>	West Virginia	\$8.75
Mississippi	No State-Mandated Minimum Wage	Wisconsin	\$7.25
<b>Missouri</b>	<b>\$15.00</b>	Wyoming	7.25 (Exceptions Apply)

**Federal Minimum Wage \$7.25 - Exceptions Apply**

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