

STATE_CODE	RuleName	EffectiveDate	MinimumWage	TippedMinimumWage	ExpirationDate	OvertimeTipCredit	Auto Pay Make Up Tips	GeoCodes	Notes
CA	Cupertino	1/1/2025	18.2	18.2					
CA	El Cerrito	1/1/2025	18.34	18.34					
CA	Los Altos	1/1/2025	18.2	18.2					
CA	Mountain View	1/1/2025	19.2	19.2					
CA	Palo Alto	1/1/2025	18.2	18.2					
CA	Santa Clara	1/1/2025	18.2	18.2					
CT	Connecticut	1/1/2025	16.35	6.38		9.97			
MI	Michigan	1/1/2025	10.56	4.01		6.55			
MI	Michigan	2/21/2025	12.48	5.99		6.49			
MN	Minnesota - Large	1/1/2025	11.13	11.13					
MN	Minnesota	1/1/2025	11.13	11.13					Remove
NJ	New Jersey - Most	1/1/2025	15.49	5.62		9.87			
NJ	New Jersey - Seasonal & Small	1/1/2025	14.53	5.62		8.91			
NJ	New Jersey - Agricultural	1/1/2025	13.4	5.62		7.78			
NM	Las Cruces	1/1/2025	12.65	5.06		7.59			
OH	Ohio	1/1/2025	10.7	5.35		5.35			
SD	South Dakota	1/1/2025	11.5	5.75		5.75			
VA	Virginia	1/1/2025	12.41	2.13		10.28			
WA	Washington	1/1/2025	16.66	16.66					
WA	King County - Large	1/1/2025	20.29	20.29					
WA	King County - Medium	1/1/2025	18.29	18.29					
WA	King County - Small	1/1/2025	17.29	17.29					
WA	Seattle - Large	1/1/2025	20.76	20.76					
WA	Seattle - Small	1/1/2025	20.76	20.76					
WA	Seattle - Small with Medical	1/1/2025	20.76	20.76					
WA	Seattle - Small with Tips	1/1/2025	20.76	20.76					
WA	SeaTac	1/1/2025	20.17	20.17					
WA	Tukwila - Large	1/1/2025	21.1	21.1					
WA	Tukwila - Medium	1/1/2025	20.1	20.1					
WA	Tulwila - Medium	7/1/2025	21.1	21.1					
WA	Tukwila - Small	1/1/2025	16.66	16.66					
WA	Renton - Large	1/1/2025	20.9	20.9					
WA	Renton - Mid-Size	1/1/2025	18.9	18.9					
WA	Renton - Mid-Size	7/1/2025	19.9	19.9					
	***IF BLANK, FIELD IS NULL / NOT SELECTED								