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Insights

Florida's Minimum Wage Increases to $14.00/Hour at Month-End

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Effective September 30, 2025, the **minimum wage in Florida will increase to $14.00 per hour**, and the **tipped minimum wage in Florida will increase to $10.98 per hour**.

Employers need to prepare now for any necessary updates to their payroll systems to ensure employees are paid correctly for all hours worked beginning September 30, 2025.

Employers should also prepare to update the required minimum wage poster to reflect the new Florida minimum wage rate.

Why Did the Minimum Wage Go Up?

The increase stems from a state constitutional amendment that raises the minimum wage by $1.00 each year until the minimum wage for employees working in Florida reaches $15.00.

Employers may continue to take a $3.02 tip credit towards the minimum wage payable to their tipped employees working in Florida. Accordingly, the minimum wage for tipped employees will increase by $1.00 per year until the minimum wage for tipped employees working in Florida reaches $11.98.

Will the Minimum Wage Change Every Year?

The following schedule sets forth the current timeline of minimum wage increases to assist employers with Florida employees with planning and budgeting: **Effective Date Full Minimum Wage Tipped Minimum Wage**
September 30, 2025 $14.00 $10.98 September 30, 2026 $15.00 $11.98
January 1, 2028 TBD* TBD*

*On September 30, 2027, and each September 30th thereafter, the state will calculate the new minimum wage that will take effect January 1st of the

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Rachel D. Gebaide

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Adam Sanderson

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following year based on the consumer price index. Accordingly, after the minimum wage reaches $15.00/hour on September 30, 2026, the next change in minimum wage will be announced September 30, 2027, but will not be in effect until January 1, 2028.

Are There Special Rules for Tipped Employees?

Employers must provide tipped employees with the federally required tip credit notice on or before September 30, 2025, when Florida's new minimum wage rates go into effect.

Please contact any Lowndes Labor and Employment Law attorney should you have questions about Florida's Minimum Wage, the Fair Labor Standards Act, or any other employment law issues impacting your business.