



Date: December 19, 2025

To: Human Resources Directors and Designees, Deputy Commissioners, CFOs

From: Dori Leland, Director, Workforce Development

RE: January 1, 2026 Increase to the State Minimum Wage

The minimum wage under Minnesota law will increase on January 1, 2026 from \$11.13 per hour to a new rate of \$11.41 per hour for large employers. This means that all State of Minnesota employees must now be paid a minimum of \$11.41 per hour effective January 1, 2026. You can review these changes by reviewing the website for the [Minnesota Department of Labor and Industry](#).

This change is anticipated to have a minimum impact to agencies, as we negotiated a minimum hourly rate of \$20.00 per hour for most classifications as part of recent AFSCME negotiations. However, there are certain non-status, intermittent, seasonal, and unrepresented employees who will be impacted.

MMB Role

MMB will increase the hourly rate on steps of salary ranges affected by the increase to the state minimum wage.

MMB will also contact the affected state agencies by the week of January 1st to provide a list of all impacted employees. MMB will provide agencies with step-by-step instructions to make the necessary changes. If you do not hear from us, there is nothing you need to do.

Agency Role

If your agency has employees that are currently being paid less than \$11.41 per hour, you must adjust the rate of pay for those employees to \$11.41 per hour, effective January 1, 2026.

Contacts

Please direct processing questions to your SEMA4 HR Services representative:

- Kaeley Cazin, MMB Kaeley.Cazin@state.mn.us
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