



DHRM HR Highlights December 2025

Virginia Minimum Wage Adjustment – January 1, 2026

This is a reminder that the Virginia state minimum wage will increase from \$12.41 to \$12.77 per hour, effective January 1, 2026. DOLI [announced](#) this adjustment in July following the annual review conducted in accordance with [§ 40.1-28.10 of the Code of Virginia](#).

Although the current Classified pay band minimums are already above the new Virginia state minimum wage, the Department of Human Resource Management (DHRM) encourages agencies to review employee salaries and hourly rates to assess any potential impact of this adjustment to ensure continued compliance.

Please reach out to the DHRM Compensation team with any question at:
compensation@dhrm.virginia.gov.