



## DHRM HR Highlights March

### **Stay Informed: Virginia Minimum Wage Adjustments**

Virginia's current minimum wage rate of \$12.41 per hour effective January 1, 2025 remains in effect. HB1928, the proposed legislation to incrementally increase the Virginia minimum wage to \$15.00 per hour was vetoed by the Governor. Even if this decision stands after the reconvened session, there may be a change to the minimum wage under [§ 40.1-28.10](#) of the Code of Virginia.

As you may recall, changes to the Code of Virginia related to the VA Minimum Wage Act effective May 2021 require DOLI to conduct an annual review and set the state minimum wage. The Commissioner of the Department of Labor and Industry (DOLI) may adjust this rate under [§ 40.1-28.10](#) of the Code of Virginia no later than October 1, 2025.

While the current classified pay structure pay band minimums exceed the state minimum wage, the Department of Human Resource Management (DHRM) encourages agencies to review employee salaries and hourly rates to evaluate any potential impact as a result of a potential minimum wage adjustment and ensure compliance.

DHRM will continue to monitor legislation for evolving changes. However, DHRM advises agencies to stay informed of any potential adjustments that would take effect January 1, 2026.

For questions or further guidance, please contact the [Compensation Team](#) at DHRM.