

**House File 283 - Introduced**

HOUSE FILE 283

BY CROKEN, WICHTENDAHL, MADISON,  
LEVIN, KURTH, MATSON,  
R. JOHNSON, WILSON, EHLERT,  
GAINES, BAGNIEWSKI, OLSON,  
SCHEETZ, COOLING, JAMES,  
ZABNER, SRINIVAS, GOSA, and  
KONFRST

**A BILL FOR**

1 An Act increasing the state minimum hourly wage and providing for  
2 subsequent increases by the same percentage as the increase in  
3 federal social security benefits.

4 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. Section 91D.1, subsection 1, paragraphs a and d,  
2 Code 2025, are amended to read as follows:

3 a. (1) The state hourly wage shall be at least ~~\$6.20 as of~~  
4 ~~April 1, 2007, and \$7.25 as of January 1, 2008~~ \$10.00 as of July  
5 1, 2025, \$12.50 as of July 1, 2026, and \$15.00 as of July 1,  
6 2027.

7 (2) The state hourly wage, including the state hourly wage  
8 for the first ninety calendar days of employment provided in  
9 paragraph "d", shall be increased annually on July 1, beginning  
10 July 1, 2028, by the same percentage as the cost-of-living  
11 increase, if any, in federal social security benefits authorized  
12 during the previous state fiscal year by the federal social  
13 security administration pursuant to section 215 of the federal  
14 Social Security Act, 42 U.S.C. §415. In no case shall the state  
15 hourly wage be decreased.

16 d. An employer is not required to pay an employee the  
17 applicable state hourly wage provided in paragraph "a" until the  
18 employee has completed ninety calendar days of employment with  
19 the employer. An employer shall pay an employee who has not  
20 completed ninety calendar days of employment with the employer an  
21 hourly wage of at least ~~\$5.30 as of April 1, 2007, and \$6.35 as~~  
22 ~~of January 1, 2008, \$9.10 as of July 1, 2025, \$11.60 as of July~~  
23 ~~1, 2026, and \$14.10 as of July 1, 2027.~~

24 EXPLANATION

25 The inclusion of this explanation does not constitute agreement with  
26 the explanation's substance by the members of the general assembly.

27 This bill increases the state minimum hourly wage to \$10.00 as  
28 of July 1, 2025, \$12.50 as of July 1, 2026, and \$15.00 as of July  
29 1, 2027. The bill increases the state minimum hourly wage for  
30 employees employed for less than 90 days to \$9.10 as of July 1,  
31 2025, \$11.60 as of July 1, 2026, and \$14.10 as of July 1, 2027.

32 The bill also increases the state minimum hourly wage,  
33 including the minimum hourly wage established for employees  
34 employed for less than 90 days, annually on July 1, beginning  
35 July 1, 2028, by the same percentage as the cost-of-living

1 increase, if any, in social security benefits effective as of the  
2 previous December, as authorized by the federal social security  
3 administration. In no case shall the state hourly wage be  
4 decreased.

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