

**Senate File 101 - Introduced**

SENATE FILE 101

BY DONAHUE, DOTZLER, TOWNSEND,  
BENNETT, CELSI, STAED, KNOX,  
WINCKLER, PETERSEN, BLAKE,  
and WEINER

**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:

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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, and \$15.00 as of  
5 July 1, 2025.

6 (2) The state hourly wage, including the state hourly wage  
7 for the first ninety calendar days of employment provided in  
8 paragraph "d", shall be increased annually on July 1, beginning  
9 July 1, 2026, by the same percentage as the cost-of-living  
10 increase, if any, in federal social security benefits authorized  
11 during the previous state fiscal year by the federal social  
12 security administration pursuant to section 215 of the federal  
13 Social Security Act, 42 U.S.C. §415. In no case shall the state  
14 hourly wage be decreased.

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

22 EXPLANATION

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

25 This bill increases the state minimum hourly wage to \$15.00  
26 as of July 1, 2025. The bill increases the state minimum hourly  
27 wage for employees employed for less than 90 days to \$14.10 as of  
28 July 1, 2025.

29 The bill also increases the state minimum hourly wage,  
30 including the minimum hourly wage established for employees  
31 employed for less than 90 days, annually on July 1, beginning  
32 July 1, 2026, by the same percentage as the cost-of-living  
33 increase, if any, in social security benefits effective as of the  
34 previous December, as authorized by the federal social security  
35 administration. In no case shall the state hourly wage be

1 decreased.

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