



State of Florida
Department of Children and Families

Ron DeSantis
Governor

Taylor N. Hatch
Secretary

DATE: September 18, 2025 **TRANSMITTAL NO.:** I-25-09-0009

TO: Economic Self Sufficiency Operations Managers
Economic Self Sufficiency Program Offices

FROM: Julie Reed, Chief, Program Policy
(Signature on File)

SUBJECT: 2025 State Minimum Wage Increase

EFFECTIVE: September 30, 2025

This memorandum is to inform staff of the state minimum wage increase from \$13.00 to \$14.00 per hour effective September 30, 2025.

The federal minimum wage remains at \$7.25 per hour. Use the federal minimum wage amount to determine if:

- An individual meets the Food Assistance Employment and Training exemption from work requirements if receiving earnings equal to or greater than the federal minimum wage multiplied by 120 hours per month.
- A self-employed student in an institution of higher education is receiving payment for the work at least equal to the federal minimum wage multiplied by 80 hours per month to meet a food assistance student exemption.

Regional Program Offices with policy questions related to this transmittal should submit them through the Policy Technical Assistance Request page.

cc: Assistant Secretary for Economic Self Sufficiency (Bridget Royster)
Assistant Secretary for Office of Child and Family Well-Being (vacant)
Assistant Secretary for Office of Community Services (Patricia Medlock)
Assistant Secretary for Office of Substance Abuse and Mental Health (vacant)
Deputy Assistant Secretary for Regional Operations (Doane Rohr)
Deputy Assistant Secretary for Programs (Jamie Dattoli)
Director of Operations (Terri Lynch)
Regional ESS Directors
Business Operations (Laura Kirksey)
Customer Experience (Nichole Solomon)
Data and Information Technology (Chris Presnell)
Enterprise Support (Mark Miller)
ESS Programs and Policy (Tera Bivens)
FLORIDA Help Desk (Natarsha Peacock)
Information Technology (Andrea Latham)

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Mission: Work in Partnership with Local Communities to Protect the Vulnerable, Promote Strong and Economically Self-Sufficient Families, and Advance Personal and Family Recovery and Resiliency

Office of Appeal Hearings (Karina Sarmiento)

Office of Communications (Morgan Jones)

Office of the General Counsel (Shawn Belcher)

Public Benefits Integrity (Sheri Hall)

Strategic Programs and Innovation (Heather DeFrancisco)

AHCA (Ann Dalton, Devona Pickle, Paula James, Mia Harden, Jennifer Giddens)

Florida Healthy Kids (Suzetta Furlong)