

**HPIP AVERAGE WAGE STANDARDS
ANNUAL AVERAGES: CY2025
RUN DATE: 05/28/26**

**STATE-WIDE AVERAGE ANNUAL WAGES OF ALL
INDUSTRIES COVERED BY THE EMPLOYMENT
SECURITY LAW.....\$63,210**

**STATE-WIDE AVERAGE ANNUAL WAGE TIMES ONE &
ONE HALF.....\$94,815**

If the worksite's internal average wage does not satisfy the regular wage standard for its NAICS category, the worksite can alternately meet the HPIP wage requirements by paying an average wage, exclusive of compensation paid to owners of 5% or more equity in the business, which equals or exceeds one and one half times the state-wide wage.

**USE THESE WAGE STANDARDS WITH HPIP MEASUREMENT
PERIODS ENDING FROM 07/01/26 THROUGH 06/30/27**