

State Minimum Wage Changes: 12/2013 and 2014

1/2/2014

Employer Rights & Responsibilities

Effective Date: Regulations take effect December 31, 2013 (New York), January 1, 2014 (most states), and July 1, 2014 (California). An updated wage poster should be posted in a conspicuous area frequented by all staff. Contact McCloskey Partners for additional information on how to obtain the required posters.

Who is affected by these changes: All companies located in the following states: Arizona, California, Connecticut, Florida, Missouri, Montana, New Jersey, New York, Ohio, Oregon, Rhode Island, Vermont and Washington.

What has changed: Hourly minimum wages that vary by state and employment classification. A detailed breakdown by state is attached.

What employers need to do:

- Update your employee payroll file to reflect the new rate
- Notify your payroll provider/processor by December 31, 2013 (New York employers), with the first payroll of 2014 (most states), and July 1, 2014 (California employers)

Where can employers obtain revised state wage listing: See 2014 State Hourly Wage Map below.

2014 State Hourly Wage Breakdown by State

Arizona	\$7.90 for non-tipped employees and \$4.90 for tipped employees
California	\$9.00 for all employees (Effective – July 1, 2014)
Connecticut	\$8.70 for non-tipped employees and \$5.69 for service employees
Florida	\$7.93 for non-tipped employees and \$4.91 for tipped employees
Missouri	\$7.50 for non-tipped employees and \$3.75 for tipped employees
Montana	\$7.90 for tipped and non-tipped employees
New Jersey	\$8.25 employers subject to Fair Labor Standards Act and \$2.13 for tipped employees
New York	\$8.00 (effective December 31, 2013)
Ohio	\$7.95 for non-tipped employees (applies to employers who gross \$292,00 per year - beginning in 2014)
Oregon	\$9.10 non-tipped and tipped employees
Rhode Island	\$8.00 for non-tipped employees and \$2.89 (unchanged) for tipped employees
Vermont	\$8.73 for non-tipped employees and \$4.23 for tipped employees
Washington	\$9.32 for non-tipped and tipped employees

Please note that the DOL has not released a Spanish version of the revised state wage listing. McCloskey Partners will update our website with the link when it becomes available, www.mccloskeypartners.com.

For further information on the specific details of how these changes affect your organization or for additional assistance with state hourly wage administration, please contact McCloskey Partners at (215) 716-3035 or info@mccloskeypartners.com. Find us on [Facebook](#), [Twitter](#), [Pinterest](#) and [LinkedIn](#):
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