

With Florida minimum wage going up again, it's time to change your posters

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The Florida minimum wage recently jumped to \$10 per hour, a significant increase from the previous \$8.65 per hour and greater than the federal minimum rate of \$7.25. Florida employers, both public and private, must pay their employees the higher of the two. It's also time to update your workplace posters.

Nontipped employees

In November 2020, more than 60 percent of Florida voters approved state constitutional Amendment 2, which raises the state's minimum wage incrementally each year until it reaches \$15 per hour on September 30, 2026 (see "[Florida employers, get ready: Voters pass minimum wage increase to \\$15 by 2026](#)" in our December 2020 issue). For hourly minimum wage, nontipped employees, here is the schedule for the increases:

- \$11 on September 30, 2022;
- \$12 on September 30, 2023;
- \$13 on September 30, 2024;
- \$14 on September 30, 2025; and
- \$15 on September 30, 2026.

After 2026, the minimum wage will be adjusted annually for inflation based on changes to the federal consumer price index for urban wage earners and clerical workers in the South Region.

Tipped employees

Under federal and Florida law, employers may pay less than the minimum wage to "tipped employees" meeting the eligibility requirements under the federal Fair Labor Standards Act (FLSA). The resulting credit against an employer's minimum wage obligation is called the "tip credit."

Amendment 2 didn't alter the allowable tip credit of up to \$3.02 per hour for workers properly classified as tipped employees. Therefore, their direct hourly rate climbed to \$6.98 on September 30, 2021. Here is the rest of the schedule:

- \$7.98 on September 30, 2022;

- \$8.98 on September 30, 2023;
- \$9.98 on September 30, 2024;
- \$10.98 on September 30, 2025; and
- \$11.98 on September 30, 2026.

Update your posters

Florida employers must post a notice about the state minimum wage requirement (in addition to the federal poster) in a conspicuous place where all employees can easily view it. So, it's time to update your posters, but don't fret! You can find the new minimum wage poster on the Florida Department of Economic Opportunity website by [clicking here](#).

For employers with remote workforces (which seems to be much more of us in these crazy COVID-19 times), check out [guidance](#) from the U.S. Department of Labor's (DOL) Wage and Hour Division (WHD) on complying with its notice and posting requirements for when workers are performing their jobs remotely. Stay safe and happy posting.

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