



MINIMUM WAGE REQUIREMENTS BY STATE

The following information represents the current minimum wage requirements in each state that iMPACT HR Solutions maintains a PEO presence.

Arizona	\$7.25	The Industrial Commission of Arizona determined that the state minimum wage will increase 10 cents to \$7.35 per hour on January 1, 2011. The state tipped wage will also increase 10 cents to \$4.35 per hour.
California	\$8.00	San Francisco \$9.79. San Francisco's indexed minimum wage will increase to \$9.92 on January 1, 2011. The Minimum Wage Ordinance states that exempt employees must make twice the state minimum wage.
Georgia	\$7.25	Only applicable to employers of 6 or more employees. If less than 6 then there is no minimum at all. Tipped employees earn \$2.13.
Kansas	\$7.25	. The state wage was increased to match the federal level on January 1, 2010.
Nevada	\$8.25	Rises with inflation. The minimum wage increased to \$8.25 on July 1, 2010. Employers who offer health benefits can pay employees \$7.25.
New Mexico	\$7.50	\$9.85 in Santa Fe (now covering all employees, since expansion to employers with less than 25 employees, as of January 1, 2008).
Tennessee	\$7.25	Federal minimum applies.
Texas	\$7.25	Federal minimum wage used as reference; no actual amounts written in law.
Wisconsin	\$7.25	Tipped employees are paid \$2.33.

Minimum Wage Requirements for Exempt Employees

All States require that “Exempt” employees who meet the FLSA standardized test, must receive a salary of no less than \$23,660.00 annually.

California requires that “Exempt” employees who meet the FLSA standardized test, must receive a salary of no less than \$32,799.96 annually.

Failure to compensate Exempt employees accordingly can result in violation of current FLSA statutes.