



DIVERSIFIED HUMAN RESOURCES®

To: Valued DHR client
Date: December 16, 2008
Re: Minimum Wage Increases

PLEASE NOTE

The minimum wage in eleven states will increase on **January 1, 2009**, including **Arizona, Colorado, Connecticut, Florida, Missouri, Montana, New Mexico, Ohio, Oregon, Vermont, and Washington**. Additionally, the minimum wage in **San Francisco, California** and **Santa Fe, New Mexico** will increase on **January 1, 2009**. For tipped employees, employers must demonstrate that, with tips, employees earn at least the state-mandated minimum wage. If an employee's tips combined with the employer's direct wages do not equal the minimum hourly wage, the employer must make up the difference.

Furthermore, as a reminder, New Hampshire's minimum wage increased on September 1, 2008, and Maine's minimum wage increased on October 1, 2008.

Please see the chart below for specific information on each state's minimum wage increase as well as the upcoming city-specific changes.

For additional information, or if you have any questions, please contact your Customer Service Representative directly, or the Human Resources Department at (480) 941-5588.

888.870.5588

State	Effective Date	Minimum Wage	Minimum Wage for Tipped Employees*
New Hampshire	September 1, 2008	\$7.25 per hour	\$3.26 per hour
Maine	October 1, 2008	\$7.25 per hour	\$3.625 per hour
Arizona	January 1, 2009	\$7.25 per hour	\$4.25 per hour
Colorado	January 1, 2009	\$7.28 per hour	\$4.26 per hour
Connecticut	January 1, 2009	\$8.00 per hour	\$5.52 per hour for service employees, \$7.12 for bartenders
Florida	January 1, 2009	\$7.21 per hour	\$4.19 per hour
Missouri	January 1, 2009	\$7.05 per hour	\$3.525 per hour
Montana	January 1, 2009	\$6.90 per hour	\$6.90 per hour
New Mexico	January 1, 2009	\$7.50 per hour	\$2.13 per hour
Ohio	January 1, 2009	\$7.30 per hour	\$3.65 per hour
Oregon	January 1, 2009	\$8.40 per hour	\$8.40 per hour
Vermont	January 1, 2009	\$8.06 per hour	\$3.91 per hour
Washington	January 1, 2009	\$8.55 per hour	\$8.55 per hour

City	Effective Date	Minimum Wage	Minimum Wage for Tipped Employees*
San Francisco, California	January 1, 2009	\$9.79 per hour	\$9.79 per hour
Santa Fe, New Mexico	January 1, 2009	\$9.92 per hour (for businesses with 25 or more employees)	

*Remember, this amount plus tips must equal the minimum wage listed in the third column.



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