



FOR IMMEDIATE RELEASE

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**FLORIDA'S MINIMUM WAGE INCREASED FROM \$6.67 TO \$6.79
EFFECTIVE JANUARY 1, 2008**

SHALIMAR, FL – The new minimum wage increase could have a positive effect slightly less than 13 percent of employees in Okaloosa and Walton Counties who make less than \$7.50 per hour. “The slight increase of \$.12 per hour is relatively small, the upward trend will be welcomed by those individuals earning less than \$7.50 per hour. Florida’s minimum wage is \$.94 above the federal minimum wage and will increase as the federal and cost of living increases. The federal minimum wage is on schedule by the President to increase from \$5.85 to \$6.55 on July 24, 2008 and then to \$7.25 on July 24, 2009.” said Mary Lou Reed, Executive Director of the Workforce Development Board of Okaloosa and Walton Counties.

The Florida Agency for Workforce Innovation sent the following information about the increase. Florida's minimum wage is \$6.79 per hour, effective January 1, 2008. This is up from the \$6.67 per hour minimum wage in 2007. On November 2, 2004, Florida voters approved a constitutional amendment which created Florida’s minimum wage. The minimum wage applies to all employees in the state who are covered by the federal minimum wage. Florida law requires the Agency for Workforce Innovation to calculate a new minimum wage each year and publish the new minimum wage on January 1. The current minimum wage represents a 1.85 percent change in the federal consumer price index for urban wage earners and clerical workers in the South Region for the 12-month period prior to September 1, 2007. Florida's minimum wage is \$.94 more than the current federal minimum wage of \$5.85.

In deciding whether the federal or state minimum wage applies, federal law directs that businesses must pay the higher of the two. The Florida minimum wage will prevail over the federal rate until such time as the federal minimum wage becomes higher than the state rate.

Employers must pay their employees the hourly state minimum wage for all hours worked in Florida. The definitions of "employer," "employee" and "wage" for state purposes are the same as those established under the federal Fair Labor Standards Act (FLSA). Employers of "tipped employees" who meet eligibility requirements for the tip credit under the FLSA, may count tips actually received as wages under the FLSA. However, the employer must pay "tipped



employees" a direct wage. The direct wage is calculated as equal to the minimum wage (\$6.79) minus the 2003 tip credit (\$3.02), or a direct hourly wage of \$3.77 as of January 1, 2008.

Employees who are not paid the minimum wage may bring a civil action against the employer or any person violating Florida's minimum wage law. The state attorney general may also bring an enforcement action to enforce the minimum wage. FLSA information and compliance assistance can be found at:

<http://www.dol.gov/dol/compliance/comp-flsa.htm>.

Florida Statutes require employers who must pay their employees the Florida minimum wage to post a minimum wage notice in a conspicuous and accessible place in each establishment where these employees work. This poster requirement is in addition to the federal requirement to post a notice of the federal minimum wage. Florida's minimum wage poster is available for downloading in English and Spanish from the Agency for Workforce Innovation's website at:

http://www.floridajobs.org/resources/fl_min_wage.html. The federal poster can be downloaded from the U.S. Department of Labor website at:

<http://www.dol.gov/esa/regs/compliance/posters/flsa.htm>.

On May 25, 2007, President George W. Bush signed legislation increasing the federal minimum wage. The new federal minimum wage increases in a three-step process as follows:

- \$5.85 – July 24, 2007
- \$6.55 – July 24, 2008
- \$7.25 – July 24, 2009

2006 Florida Employment* by Wage Range														
		WAGE RANGES**												
		Hourly	under \$7.50	\$7.50	\$9.50	\$12.00	\$15.25	\$19.25	\$24.50	\$31.00	\$39.25	\$49.75	\$63.25	\$80.00
			\$7.50	\$9.49	\$11.99	\$15.24	\$19.24	\$24.49	\$30.99	\$39.24	\$49.74	\$63.24	\$79.99	and over
		Annual	Under \$15,600	\$15,600	\$19,760	\$24,960	\$31,720	\$40,040	\$50,960	\$64,480	\$81,640	\$103,480	\$131,580	\$166,400
			\$15,600	\$19,759	\$24,959	\$31,719	\$40,039	\$50,959	\$64,479	\$81,639	\$103,479	\$131,559	\$166,399	and over
Occupation Title	Area	Employed												
Florida														
Total, All Occupations	Number	7,869,368	782,432	1,093,420	1,359,010	1,237,606	1,058,162	869,843	626,775	367,372	225,650	109,524	53,685	85,889
	Percent	100.00%	9.94%	13.89%	17.27%	15.73%	13.45%	11.05%	7.96%	4.67%	2.87%	1.39%	0.68%	1.09%
Workforce Region 2 - Okaloosa and Walton Counties														
Total, All Occupations	Number	103,893	13,623	16,712	18,663	15,345	12,993	8,913	7,270	4,498	3,297	1,481	442	656
	Percent	100.00%	13.11%	16.09%	17.96%	14.77%	12.51%	8.58%	7.00%	4.33%	3.17%	1.43%	0.43%	0.63%

* - Employment estimates includes all full and part-time non-farm wage and salary jobs only.

** - Wage ranges were established by the U.S. Bureau of Labor Statistics for use by the Occupational Employment Statistics Program.