

LEGAL UPDATE

Florida Minimum Wage Will Rise Gradually to \$15 per hour

On Nov. 3, 2020, voters in Florida [approved](#) a [constitutional amendment](#) that will raise the state minimum wage rate each year until it reaches \$15 per hour in 2026. Beginning in 2027, the state minimum wage rate will be adjusted annually by Florida's Department of Economic Opportunity.

The amendment did not change the tip credit Florida allows employers to deduct from their tipped employees. Since this credit will remain at \$3.02, projected minimum wage rates for tipped employees are also included in the table below.

Effective Date	New Minimum Wage Rate	Tipped Employee Wage
Jan. 1, 2021	\$8.65 per hour	\$5.63 per hour
Sept. 30, 2021	\$10 per hour	\$6.98 per hour
Sept. 30, 2022	\$11 per hour	\$7.98 per hour
Sept. 30, 2023	\$12 per hour	\$8.98 per hour
Sept. 30, 2024	\$13 per hour	\$9.98 per hour
Sept. 30, 2025	\$14 per hour	\$10.98 per hour
Sept. 30, 2026	\$15 per hour	\$11.98 per hour
Sept. 30, 2027	TBA	TBA

Next Steps for Employers

Employers in Florida will need to adjust their payroll procedures to accommodate two minimum wage increases in 2021, the first on January 1, the second on September 30.

Employers can also use this information to plan for annual minimum wage increases through 2026.

Important Dates

Nov. 3, 2020

Florida voters approved gradually increasing the state's minimum wage rate to \$15 per hour.

Jan. 1, 2021

Florida's minimum wage rate increases to \$8.65 per hour (\$5.63 per hour for tipped employees).

Sept. 30, 2021

Florida's minimum wage rate increases to \$10 per hour (\$6.98 per hour for tipped employees).

Florida's minimum wage rate will increase each year until it reaches \$15 per hour in 2026.



Provided to you by [Employco USA, Inc.](#)

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