



STATE PERSONNEL SYSTEM

ADVISORY: HRMA #2020-010	DATE: December 9, 2020
SUBJECT: <i>New Florida Minimum Wage Effective January 1, 2021</i>	
STATUTES/RULES/REGULATIONS/LAWS: <i>Fair Labor Standards Act (FLSA); Section 24, Article X, Florida Constitution; section 448.109, Florida Statutes (F.S.), and section 448.110, F.S.</i>	
FORMS: N/A	
ADDITIONAL REFERENCE MATERIALS: N/A	

Dear Colleagues,

The state minimum wage will increase to \$8.65 per hour effective January 1, 2021. This new state minimum wage replaces the current state minimum wage of \$8.56 per hour.

If your agency has any employees currently earning less than this new minimum wage, their salaries will need to be adjusted timely in order to take effect on January 1, 2021, to meet the new state minimum wage requirement, unless minimum wage exceptions have been authorized. During the month of December, agencies with employees earning less than this new minimum will receive a list of those employees and their hourly rates as of December 1, 2021.

Updated Pay Tables with an effective date of January 1, 2021 will be posted on the HRM website at: https://www.dms.myflorida.com/workforce_operations/human_resource_management/for_state_personnel_system_hr_practitioners/classification_and_compensation/broadband_classification_and_compensation_program.

Current Federal and State of Florida employment law posters must be posted in a conspicuous and accessible place in each establishment where employees work.

Additional information on this change and a link to the required posters can be found at: <http://www.floridajobs.org/business-growth-and-partnerships/for-employers/display-posters-and-required-notices>.

If you have any questions, please contact Anthony Tipler at 850-488-3926 (anthony.tipler@dms.fl.gov).

PREPARER'S INITIALS: AT/JB

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