

# LEGAL UPDATE

## Florida Announces \$8.65 Minimum Wage Rate for 2021

Florida has published new [minimum wage posters](#) announcing an **\$8.65** minimum wage rate for 2021. Florida's minimum wage rate is adjusted annually to reflect changes in the cost of living.

The new rate becomes effective **Jan. 1, 2021**. Employers should be mindful of local laws, ordinances and any rule or regulation that may increase an employee's minimum wage rate.

### Tipped Employees

Florida allows employers to pay their tipped employees a minimum wage rate of at least **\$5.63 per hour**.

A tipped employee is an employee who engages in an occupation where he or she customarily and regularly receives more than \$30 per month in tips. Employers are required to subsidize a tipped employee's minimum wage rate if the employee's tips and gratuities are insufficient to allow the employee to receive wages that are at least equal to the state's minimum wage rate.

### Posting Requirement

Employers must display the [2021 minimum wage poster](#) in a location where employees can easily see it. The Florida 2021 minimum wage poster is available in English, Spanish and Creole.

### Next Steps for Employers

Florida employers should review and adjust their payroll systems to make sure nonexempt employees receive wages that are at least equal to the state's minimum wage rate.

### Florida Minimum Wage

#### Jan. 1 to Dec. 31, 2020

- \$8.56 per hour
- \$5.54 per hour (tipped employees)

#### Jan. 1 to Dec. 31, 2021

- \$8.65 per hour
- \$5.63 per hour (tipped employees)

*Florida's minimum wage rate is adjusted annually to reflect changes in the cost of living.*

Provided to you by **Harden**

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