

FLORIDA MINIMUM WAGE INCREASE 2009

Effective January 1, 2009, Florida's minimum wage will increase to \$7.21 per hour for all hours worked in Florida. This represents a 42 cent increase over the current state minimum wage of \$6.79 per hour. Employer's must pay "tipped employees" a direct wage in an amount equal to the minimum wage of \$7.21 minus \$3.02, or a direct hourly wage of \$4.19 as of January 1, 2009.

As prescribed by the state constitutional amendment, the Agency for Workforce Innovation is to perform an annual calculation to establish a new minimum wage each year. The increase represents a 6.2 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, 2008. Florida's minimum wage will be \$.66 more than the current \$6.55 federal minimum wage.

Beginning July 24, 2009, Federal and Florida minimum wage requirements will increase to \$7.25 per hour. On this date, Florida employers must increase the minimum wage from \$7.21 to \$7.25 per hour.

FLORIDA NEW HIRE REPORTING INFORMATION

In order to aid the State of Florida in locating non-custodial parents delinquent in their child support payments and collecting court-ordered payments through wage withholding, the State requires all employers to report via its New Hire Program. Effective October 1, 1998, Federal law mandates that employers will provide the State with "Florida New Hire Reporting Form". Reports must be submitted within twenty (20) days of hire or rehire.

The form is self-explanatory and the address where the completed form should be mailed has been provided on the form. As an alternative to mailing, forms can be faxed to the number printed on the form. New technology also allows the reporting to be completed on-line at www.fl-new/hire.com. You should make a copy of each completed report for your personnel files.

If you have any questions, or wish to discuss further, feel free to give us a call.

Cohen, Smith & Company

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Enclosure

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