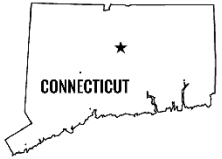


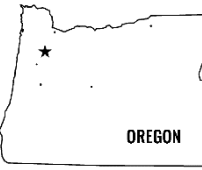


## Mid-Year State and Federal Minimum Wage Updates

Many state and local minimum wage increases take effect on January 1<sup>st</sup> of each year; however, some changes occur in the latter half of the year. We have summarized below those mid-year updates. If an employee is subject to more than one minimum wage requirement (such as federal, state, and local), employers must pay the rate that is most generous to the employee.

	<p><b>Effective June 1, 2023</b>, the minimum wage increased to \$15.00 per hour.</p>
	<p><b>Effective September 30, 2023</b>, the minimum wage will increase to \$12.00 per hour and \$8.98 for tipped employees.</p>

This content is provided with the understanding that Hilb Group is not rendering legal advice. While every effort is made to provide current information, the law changes regularly and laws may vary depending on the state or municipality. The material is made available for informational purposes only and is not a substitute for legal advice or your professional judgment. You should review applicable laws in your jurisdiction and consult experienced counsel for legal advice.

 <p>NEVADA</p>	<p><b>Effective July 1, 2023</b>, the minimum wage will increase to \$10.25 per hour for employees who receive health benefits and \$11.25 per hour for employees who do not receive health benefits.</p>
 <p>OREGON</p>	<p><b>Effective July 1, 2023</b>, the minimum wage rate will be adjusted to inflation based on <u>Consumer Price Index (CPI)</u>.</p>

## Employer Next Steps

- If HR Knowledge processes your payroll, please contact your Client Account Manager to inform them of any hourly rates that need to be changed to meet the new state minimum wage requirements.
- Employers should ensure they post the updated minimum wage notices in each work location. If you are a client enrolled in our Poster Elite e-update program, you will receive an update to print, and post based on the states you have a subscription with.