



## CITY OF PORTLAND

### *Effective January 1, 2020* **Minimum Wage in the City of Portland is \$12.00 per hour.**

#### **Service Employees**

- A service employee is someone who regularly receives more than \$30 a month in tips.
- An employer may consider tips as part of a service employee's Minimum Wage.
- An employer must pay tipped workers a "direct wage" of at least \$6.00 cash per hour.
- If a service employee's direct wage and total tips do not equal or exceed \$12.00 per hour, the employer must pay the service employee the difference.

#### **Applicability of State Law**

- Employers must still comply with all labor laws of the State of Maine, as detailed in Title 26. This includes:
  - Which workers are eligible for overtime pay;
  - Notice to employees.

#### **Know Your Rights**

If you feel that your wages do not comply with this ordinance, please contact the City Manager's office or consult a lawyer about your legal rights under this ordinance.

**For more information, contact:  
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