



CITY OF PORTLAND

Effective January 1, 2023 **Minimum Wage in the City of Portland is \$14.00 per hour**

Service Employees

- A service employee is someone who regularly receives more than \$175 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 \$7.00 cash per hour.
- If a service employee's direct wage and total tips do not equal or exceed \$14.00 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 consult a lawyer about your legal rights under this ordinance.

**For additional information, contact:
citymanager@portlandmaine.gov**