

Colorado's Minimum Wage Of \$7.36 Per Hour Supersedes Current Federal Minimum Wage Rate

Effective January 1, 2011 Colorado raised its minimum wage rate to \$7.36 per hour.

Since July 24, 2009, the federal minimum wage for covered nonexempt employees is \$7.25 per hour. The federal minimum wage provisions are contained in the Fair Labor Standards Act (FLSA).

The federal minimum wage law supersedes state minimum wage laws where the federal minimum wage is greater than the state minimum wage. Alternatively, in those states where the state minimum wage is greater than the federal minimum wage, the state minimum wage prevails and the employee is entitled to the higher minimum wage.

What This Means For Counties

Counties should now be paying the Colorado minimum wage enacted in January 2011 of \$7.36 per hour. However, President Obama has advocated increasing the federal wage floor to over \$8.00 per hour in 2011 and indexing future increases to the inflation rate. Counties may want to adjust budget figures for the possible increase in the federal minimum wage. The increased federal minimum wage may be greater than the Colorado minimum wage.

For more information, contact CTSI at 303-861-0507.