



## **CITY OF PORTLAND**

### **Effective January 1, 2017**

### **Minimum Wage in the**

### **City of Portland is**

### **\$10.68 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 \$5.00 cash per hour.
- If a service employee's direct wage and total tips do not equal or exceed \$10.68 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; and
    - Notice to employees.

#### **You Have Rights:**

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

#### **For more information, contact:**

City of Portland  
Office of the City Manager  
389 Congress Street  
Portland, Maine 04103

**Telephone: 207-874-8685**

Website:

[www.portlandmaine.gov/minimumwage](http://www.portlandmaine.gov/minimumwage)

Email: [minimumwage@portlandmaine.gov](mailto:minimumwage@portlandmaine.gov)