



CITY OF PORTLAND

Effective January 1, 2016

Minimum Wage in the

City of Portland is

\$10.10 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 \$3.75 cash per hour.
- If a service employee's direct wage and total tips do not equal or exceed \$10.10 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 04101

Telephone: 207-874-8685

Website:

www.portlandmaine.gov/minimumwage

Email: minimumwage@portlandmaine.gov