



2014 Payroll Fact Sheet

Minimum Wage Changes for 2015

To assist you with your planning for the New Year, we are writing to let you know that the following states have minimum wage changes effective January 1, 2015:

State	Non-Tipped Employees	Tipped Employees
Arizona	\$8.05	\$5.05
Connecticut	\$9.15	Varied
Florida	\$8.05	\$5.03
Hawaii	\$7.75	\$7.25
Maryland	\$8.00	\$4.37
Massachusetts	\$9.00	\$3.00
Montana	\$8.05	N/A
New Jersey	\$8.38	\$2.13
New York*	\$8.75	Varied
Ohio	\$8.10**	\$4.05
Oregon	\$9.25	N/A
Rhode Island	\$9.00	\$2.89 (no change)
Vermont	\$9.15	\$4.58
Washington	\$9.47	N/A
West Virginia	\$8.00	N/A

*New York's minimum wage increase is effective December 31, 2014.

**Ohio – Employees of companies with annual gross receipts of less than \$297,000 are required to pay the federal minimum wage of \$7.25 per hour.

Additional states may increase their minimum wage hourly rate; ConnectPay will communicate any increases as they become available.

We are happy to assist you in complying with this new minimum wage rate. Review your payroll to determine if your business and employees are affected by this change and notify us of any necessary adjustments. Failure to comply with minimum wage laws may result in substantial penalties.

You will need to update your Federal and State Posters. (see ConnectPay HR Helpline)