

## **Ohio Minimum Wage Rules**

Ohio's minimum wage could go up each year on Jan. 1<sup>st</sup>. This increase will be based on the rate of inflation and consumer price index for the 12 months prior to Sept. 13<sup>th</sup> of each year.

Employers are required to maintain records of the following information for nearly all employees: Name, address, occupation, pay rate, hours worked each day and each amount paid to an employee. These records must be maintained for an employee's entire period of employment and then keep those records for three years following the employee's termination.

There are exceptions to the Ohio minimum wage. If the employee qualifies for one of the following exceptions, their wages are mandated by the Fair Labor Standards Act (federal minimum wage). The exceptions are as follows;

- Employees who are family members of the owner of a solely family-owned and operated business.
- Employees who get tips that, combined with their wages, are equal to or greater than the minimum wage rate for all hours worked.
- Employees under 16.
- Employees at businesses with annual gross receipts of \$250,000 or less for the preceding calendar year.
- Employees with mental or physical disabilities that might otherwise adversely affect their opportunity for employment.