



Effective January 1, 2024

Minimum Wage in the City of Portland is \$15.00 per hour

Section 33.8(a) of the Portland City Code requires every Portland employer to post a notice informing employees of the City's current minimum wage rates in a conspicuous place.

This poster is available online at no charge: www.portlandmaine.gov/minimumwage

In accordance with Section 33.7(b)(iii) of the City Code, minimum wage is \$15.00 per hour effective January 1, 2024.

Service Employees

A service employee is someone who regularly receives more than \$175 a month in tips. As of January 1, 2024, employers must pay service employees a direct wage of at least \$7.50 per hour. If the employee's direct wage combined with earned tips does not average, on a weekly basis, \$15.00 per hour, the employer must pay the difference.

Record Keeping

Employers shall maintain payroll records showing hours worked daily by and the wages paid to all employees. These records shall be retained for at least three (3) years after an employee has left employment.

Paycheck Notice

Every employer shall provide with the first paycheck issued to an employee a notice advising the employee of the current City of Portland minimum wage, as established by Section 33.7(b) of City Code.

Complaint Process

The Office of the Portland City Manager is responsible for enforcement of the provisions of Portland's Minimum Wage Ordinance. For additional information or to file a complaint, contact citymanager@portlandmaine.gov.

Applicability of State Law

In addition to Portland's Minimum Wage Ordinance, Portland employers must comply with all labor laws of the State of Maine, as detailed in Title 26 of the Maine Revised Statutes. This includes, but is not limited to, overtime pay eligibility and notice to employees.

portlandmaine.gov/MinimumWage