

Wage and Hour Regulations Now in Effect

We want to remind municipal employers that Maine's minimum wage increased from \$11.00/hour to \$12.00/hour on January 1, 2020. For more information, visit the Maine Department of Labor's website at: https://www.maine.gov/labor/labor_laws/minimum_wage_faq.html

Also effective Jan. 1, 2020, are new federal regulations revising the overtime pay exemption under the federal Fair Labor Standards Act (FLSA). The regulations increase the minimum salary required for an employee to be exempt from overtime pay requirements from \$455/week to \$684/week (or \$35,568/year). The regulations make no changes to the "duties test" for determining whether salaried workers who earn more than the minimum salary are exempt from overtime pay requirements.

Remember that municipal employers in Maine are governed by federal, not state, overtime regulations. For more on the new federal overtime regulations, see "[U.S. DOL Issues New Overtime Regulations](#)," *Maine Town & City*, Legal Notes, Nov. 2019, and this U.S. DOL webpage <https://www.dol.gov/whd/overtime2019/index.htm> (By S.F.P.)