



# MUHLENKAMP & ASSOCIATES, LLC

CERTIFIED PUBLIC ACCOUNTANTS

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## **PAYROLL CHANGES** **EFFECTIVE JANUARY 1, 2017**

### **MINIMUM WAGE**

*In cases where an employee is subject to both the state and federal minimum wage laws, the employee is entitled to the higher of the two minimum wages.*

*Federal minimum wage is currently at \$7.25 per hour.*

*Ohio minimum wage will **increase January 1, 2017** to \$8.15 per hour (\$4.08 for tipped employees).*

- ♦Employers with gross receipts under \$299,000 shall pay their employees no less than the current federal minimum wage.
- ♦Employees under the age of 16 shall be paid no less than the current federal minimum wage.

*Indiana minimum wage is currently at \$7.25 per hour. (\$2.13 for tipped employees)*

## **DEPARTMENT OF LABOR (DOL) OVERTIME CHANGES**

The DOL recently announced changes to the overtime rules scheduled to be effective December 1, 2016 for certain salaried employees.

Employees must receive “overtime” pay for hours worked in excess of 40 hours a week unless their salary level is \$913 per week (\$47,476 annually).

Certain salaried employees are not subject to this new rule: teachers, public employees, seasonal workers (including farms), and S-Corporation owners with greater than 20% ownership.

Please see our website [www.muhlcpa.com](http://www.muhlcpa.com) for the link to the DOL website for additional information.