

Minimum Wage

2017 Minimum Wage

\$7.70/hr

The state minimum wage for 2017 is \$7.70/hr.

Employers engaged in retail or service businesses whose annual gross income is less than \$500,000 are not required to pay the state minimum wage rate. Employers not subject to the minimum wage law can pay employees wages of their choosing. For more information, please contact the **United States Department of Labor**.

Minimum Wage History


Time Period	\$ Amount
2013	\$7.35
2014	\$7.50
2015	\$7.65
2016	\$7.65
2017	\$7.70

Minimum Wage Posters

All employers subject to any provisions of the law shall post a summary of the law and regulations. The Division of Labor Standards has created a summary to post for the convenience of Missouri employers. You also may print a Spanish Minimum Wage Summary Poster. Please post the summary in a conspicuous and accessible place at the business.

2017 Missouri Minimum Wage Summary Poster

2017 Version



Missouri Department of Labor and Industrial Relations
DIVISION OF LABOR STANDARDS
www.labor.mo.gov/DLS/MinimumWage

Missouri Minimum Wage **\$7.70**
In Effect for 2017

Missouri's current minimum wage rate is \$7.70 per hour. All businesses are required to pay at minimum, the \$7.70 per hour rate, except retail and service businesses whose annual gross sales are less than \$500,000. There also are certain classes of employees under the definition of "employee" in Section 290.500(3), RSMo, and pertaining to agriculture in Section 290.507, RSMo, to which Missouri's law does not apply.

In addition, overtime compensation must also be paid at a rate not less than one and one-half times a covered employee's regular rate for all hours worked over 40 in a workweek.

The minimum wage rate may increase or decrease on January 1, 2018, if the cost of living as measured by the Consumer Price Index (CPI) rises or falls (see Section 290.502, RSMo). Missouri law does not allow the state's minimum wage rate to be lower than the federal minimum wage rate.

The Missouri Minimum Wage Law does not apply to exempt employees/employers, and does not supersede more favorable laws or interfere with collective bargaining agreement rights.

Tipped Employees
Compensation for tipped employees must total at least \$7.70 per hour. Employers of tipped employees are required to pay tipped employees at least 50 percent of the minimum wage, or \$3.85 per hour. Employers of tipped employees must pay more than half of the minimum wage to tipped employees if it is necessary to bring the employee's total compensation up to \$7.70 per hour.

Records to be kept and retention period
Employers must keep a record of the name, address, and job description of each employee, the rate of pay, the amount paid each period, and the number of hours worked each day and each workweek (see Section 290.520, RSMo). These records must be kept for a period of not less than three years. The records shall be open for inspection by the Missouri Division of Labor Standards.

Penalties
Any employer who hinders the Division of Labor Standards' performance of duties in the enforcement of the law by any of the acts listed in Section 290.525, RSMo, is guilty of a class C misdemeanor.

An employee may bring any legal action necessary to collect wages owed. An employer who pays an employee wages less than what is due under the law shall be liable for the full amount of the wage rate and an additional equal amount as liquidated damages, less any amount actually paid, and for costs and such reasonable attorney fees as may be allowed by the court or jury (see Section 290.527, RSMo).

Complaints
A Minimum Wage complaint form can be filed by visiting www.labor.mo.gov/DLS/MinimumWage. The form may also be printed and be sent to the Division using the contact information below. Once the investigation is complete, the employer and employee will be informed of the findings.

For more information or to file a wage complaint:
Missouri Division of Labor Standards
P.O. Box 448, Jefferson City, MO 65102
Phone: 573-751-3403 Fax: 573-751-3721
Email: MinWage@labor.mo.gov
Website: www.labor.mo.gov/DLS/MinimumWage

Missouri Department of Labor and Industrial Relations
is an equal opportunity employer program.
TDD/TTY: 800-735-2966 Relay Missouri: 711

LSW 05-17-16

2017 Summary Poster, Spanish Version

2017 Version

