



BOARD OF SUPERVISORS

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APPLICABILITY OF THE JOHNSON COUNTY MINIMUM WAGE LAW

Hourly Minimum Wage

Date	Minimum Wage (non-tipped employees)	Tipped Employees
November 1, 2015 – April 30, 2016	\$8.20	\$4.92
May 1, 2016 – December 31, 2016	\$9.15	\$5.49
January 1, 2017 – June 30 2018	\$10.10	\$6.06

The Johnson County minimum wage described above applies to most hourly wage earners employed in unincorporated Johnson County and certain municipalities. If your business and employees are covered by the State of Iowa minimum wage, the Johnson County minimum wage is also applicable. Employers may pay an initial employment rate of \$6.35 for the first 90 calendar days of employment. Covered employees who perform more than two hours of work within Johnson County or an applicable municipality within a two week time period must be paid the Johnson County minimum wage for the hours worked in Johnson County. The employer's share for tipped employees who customarily and regularly receive more than \$30.00 a month in tips must be at least 60% of the applicable minimum as shown above.

Enforcement

The Johnson County minimum wage may be enforced in several different ways. Claims for unpaid wages may be made with the Iowa Division of Labor pursuant to Iowa's Wage Payment Collection Law, found in Iowa Code Chapter 91A. Employees also have a civil cause of action against employers under Chapter 91A for unpaid wages. Finally, violations of the Johnson County minimum wage law are also considered county infractions enforced pursuant to Iowa Code Section 331.307. A county infraction is a civil offense punishable by a civil penalty of not more than \$750 for each violation or if the infraction is a repeat offense a civil penalty of not more than \$1000 for each repeat offense. Investigations of county infractions are within the jurisdiction of the Johnson County Sheriff.

Contact Information

Iowa Division of Labor
1000 East Grand Avenue
Des Moines, IA 50319-0209
(515)281-3606 or (800)JOB-IOWA
www.iowadivisionoflabor.gov

Johnson County Board of Supervisors
913 South Dubuque Street
Iowa City, Iowa 52240
(319)356-6000
www.johnson-county.com

Johnson County Attorney's Office
417 South Clinton Street
Iowa City, Iowa 52240
(319)339-6100