

Wapello County Board of Supervisors

APPLICABILITY OF THE WAPELLO COUNTY

MINIMUM WAGE LAW

Hourly Minimum Wage

| Date | (non-tipped employees) | (tipped employees) | (training wage & youth 14-15 age wage) |
|-----------------|------------------------|--------------------|--|
| January 1, 2017 | \$8.20 | \$4.92 | \$7.25 |
| January 1, 2018 | \$9.15 | \$5.49 | \$7.78 |
| January 1, 2019 | \$10.10 | \$6.06 | \$8.59 |

The Wapello County minimum wage described above applies to most hourly wage earners employed in unincorporated Wapello County and certain municipalities. If your business and employees are covered by the State of Iowa minimum wage, the Wapello County minimum wage is also applicable. Employers may pay an initial training wage (see above) for the first 90 calendar days of employment. The employer's share for tipped employees who customarily and regularly receive more than \$30.00 a month in tips must be paid at least 60% of the applicable minimum wage shown above.

Enforcement

The Wapello 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 Chapter 91A for unpaid wages. Employees also have a civil cause of action against employers under Chapter 91A for unpaid wages. Finally, violations of the Wapello 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 \$750.00 for each violation or if the infraction is a repeat offense a civil penalty of not more than \$1,000.00 for each repeat offense. Investigations of county infractions are within the jurisdiction of the Wapello County Attorney's office.

Contact Information

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|------------------------|-------------------------------------|-------------------------|
| Iowa Division of Labor | Wapello County Board of Supervisors | Wapello County Attorney |
| 1000 East Grand Avenue | 215 N Court Street | 219 N Court Street |
| Des Moines, IA 50319 | Ottumwa, IA 52501 | Ottumwa, IA 52501 |
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