



Date: December 18, 2019

To: Human Resources Directors and Designees, Deputy Commissioners, CFOs

From: Edwin Hudson, Deputy Commissioner for Enterprise Human Capital

RE: January 1, 2020 Increase to the State Minimum Wage

The minimum wage under Minnesota law will increase on January 1, 2020 from \$9.86 per hour to a new rate of \$10.00 per hour for large employers. This means that all State of Minnesota employees must now be paid a minimum of \$10.00 per hour effective January 1, 2020. You can access the text of the state minimum wage law on the Revisor website: [Minnesota Statutes 2017, section 177.24](#).

This change is anticipated to have a minimum impact to agencies, as we negotiated a minimum hourly rate of \$15.00 per hour as part of the AFSCME negotiations. However, there are certain non-status, intermittent, seasonal, and unrepresented employees who will be impacted.

MMB Role

MMB will increase the hourly rate associated with the first step of salary ranges affected by the increase to the state minimum wage.

MMB will also contact the affected state agencies by the week of January 1st and provide them with a list of all impacted employees. MMB will provide agencies with step-by-step instructions to make the necessary changes. If you do not hear from us, there is nothing you need to do.

Agency Role

If your agency has employees that are currently being paid less than \$10.00 per hour, you must adjust the rate of pay for those employees to \$10.00 per hour, to be effective January 1, 2020.

Contacts

Please direct processing questions to your SEMA4 HR Services representative:

Judi Kaper—651-259-3649 or judy.kaper@state.mn.us

Shantia Hutchinson—651-259-3679 or shantia.hutchinson@state.mn.us

Mary O'Connor—651-259-3633 or mary.oconnor@state.mn.us