

HCM 21-08

July 1, 2021

Title 74, Section 840-2.16 requires that the minimum wage for classified and unclassified state employees, with certain exceptions (temporary and seasonal employees), be set at an annual salary equal to the amount established in the Federal Poverty Guidelines for a three-person household. This salary requirement is issued each year in the Federal Register by the United States Department of Health and Human Services. The new amount is \$21,960 with an hourly rate of \$10.55.

In accordance with the aforementioned minimum wage statute, we are required on July 1, 2021, to adjust the pay rates of all affected employees whose current rates fall below the new annual Federal Poverty Guidelines of \$21,960. We will raise the minimum rates of pay bands A-F of the classified pay structure and pay bands 1-5 on the unclassified pay structure, since those minimums are currently below the new Federal Poverty Guidelines. We ask that you increase the salaries of any affected employees effective July 1, 2021. For updated classified and unclassified pay structures, please visit the OMES HCM salary schedule.

If there are questions or if additional information is needed, please feel free to contact your OMES HCM Classification and Compensation liaison or call 405-521-2177.
