



**SOUTHEASTERN FABRICARE ASSOCIATION  
IN PARTNERSHIP WITH  
SEAY MANAGEMENT CONSULTANTS**

**2015 STATE WAGE AND HOUR SUMMARY**

**Alabama, South Carolina and Tennessee**

Alabama, South Carolina and Tennessee have no state-mandated minimum wage. Therefore employers follow the federal guidelines:

Hourly Minimum Wage: \$7.25

Tipped Employees: (Based on maximum credit of \$5.12\*)

Minimum Cash Wage: \$2:13

Credits for Meals/Lodging: Yes

\* Employers may take a tip credit equal \$5.12 an hour for tipped employees meeting eligibility requirements under the Fair Labor Standards Act.

Employees covered by the federal Fair Labor Standards Act (FLSA) generally must be paid at least the federal minimum wage. However, employers can pay less than the minimum wage to youths, full-time students, vocational education students or disabled workers as long as they first obtain a certificate authorizing the FLSA minimum wage exemption.

**Florida**

Previous Hourly Minimum Wage Rate: \$7.93

Increased Hourly Minimum Wage Rate: \$8.05 (effective 1/1/15)

Tipped Employees: (Based on maximum credit of \$3.02\*)

Previous Minimum Cash Wage: \$4.91

Increased Minimum Cash Wage: \$5.03 (effective 1/1/15)

\* Employers may take a tip credit equal to the 2003 federal tip credit (\$3.02 an hour) for tipped employees meeting eligibility requirements under the Fair Labor Standards Act.

Subminimum Wage Payments: Florida has no specified regulations of for youths, full-time students, vocational education students or disabled workers.

Toll Free: 888-245-6272

Website: [www.seay.us](http://www.seay.us)

## Georgia

Hourly Minimum Wage Rate: \$5:15\*.

In the state of Georgia employers with six or more workers are covered under state minimum wage requirements except those specifically exempt by statute; among those exempt are:

- any employer that has sales of \$40,000 per year or less;
- any employer having five employees or less;
- any employer of domestic employees;
- any employer who is a farm owner, sharecropper, or land renter;
- any employee paid wholly or partially in tips;
- any employee who is a high school or college student;
- any individual employed as a newspaper carrier; or
- any individual employed by a nonprofit child-caring institution or long-term care facility serving children or mentally disabled adults enrolled at and residing in such institution, if the employee resides in the facilities, receives without cost board and lodging and is compensated on a cash basis at a rate of not less than \$10,000 a year.

\*If an employer is covered under the Fair Labor Standards Act (FLSA) then they are required to pay the employee the higher federal hourly minimum wage of \$7.25 instead of the state minimum wage. If an employer is not covered by FLSA, then the Georgia state minimum wage applies even if it's lower than the federal rate.

An employer is covered by FLSA if they have gross annual sales of \$500,000 or more and have two or more employees engaged in interstate commerce, producing goods for interstate commerce, or handling, selling, or working on goods or materials moved in or produced for interstate commerce.

Subminimum Wage Payments: Georgia has specified regulations for certain organizations and businesses which may pay less than the state minimum wage to disabled workers and others who cannot compete effectively.

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In partnership with SEFA, we trust that this 2015 Wage and Hour Guidelines summary will be helpful to you as you establish and refine your employment goals and objectives. As a SEFA member, you may contact Seay Management Consultants by phone, email or text message, with any questions you may have, at no cost to you – [sandy@seay.us](mailto:sandy@seay.us) or 888-245-6272, or visit us at [www.seay.us](http://www.seay.us). We're looking forward to talking with you soon.

*Remember, if you have an employment issue or challenge, and you need the right answer right away, and you want the very best Human Resources Management advice available, you need to call . . . The Seay Team!*

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