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STATE VS. FEDERAL MINIMUM WAGE					
EFFECTIVE DATE	FEDERAL MINIMUM WAGE	STATE MINIMUM WAGE-LOWER TIER*	STATE MINIMUM WAGE-HIGHER TIER**	DAILY OVERTIME THRESHOLD-LOWER TIER	DAILY OVERTIME THRESHOLD-HIGHER TIER
11/28/2006	\$5.15	\$5.15	\$6.15	\$7.725	\$9.225
07/01/2007	\$5.15	\$5.30	\$6.33	\$7.950	\$9.495
07/24/2007	\$5.85	\$5.30	\$6.33	\$7.950	\$9.495
07/01/2008	\$5.85	\$5.85	\$6.85	\$8.775	\$10.275
07/24/2008	\$6.55	\$5.85	\$6.85	\$8.775	\$10.275
07/01/2009	\$6.55	\$6.55	\$7.55	\$9.825	\$11.325
07/24/2009	\$7.25	\$6.55	\$7.55	\$9.825	\$11.325
07/01/2010	\$7.25	\$7.25	\$8.25	\$10.875	\$12.375

* Employer offers "qualified" health insurance.

** Employer does not offer "qualified" health insurance.

IMPORTANT NOTE: Overtime pay must be calculated on a weekly basis at the rate of one and one-half (1 ½) times the employee's regular rate of pay, which must be at least \$6.55 per hour as of July 24, 2008.

The above chart is based on the following information which was provided by the Nevada Labor Commissioner's office:

According to the Labor Commissioner's office, the State Attorney General's office has ruled that there may only be one adjustment to the state minimum wage per year. Every March 31st, the Governor's office will look at the previous 12 months to determine the greater of:

- 1) cumulative increases in the federal minimum wage above \$5.15, and
- 2) cumulative increases in the CPI subject to a 3% cap

The state minimum wage will then be announced for that year, effective the following July 1st.

The state minimum wage will remain at \$5.30 and \$6.33 until July 1, 2008, respectively, and the daily overtime thresholds will be enforced in accordance with those state minimum wage rates. The same process will occur each year, using \$5.15 and \$6.15 as the base rates. Since the federal minimum wage increased by \$.70 as of July 24, 2007, the new state minimum wages will be \$5.85 (5.15 + .70) and \$6.85 (6.15 + .70) effective July 1, 2008.

In all cases, employers must pay a minimum wage which is the greater of the lower tier state minimum wage or the federal minimum wage. For example, as of July 24, 2007, all employees must be paid at least \$5.85 per hour (not the lower \$5.30 per hour). The lower state minimum wage may only be used for determining the daily overtime threshold (whether the employee is eligible for daily overtime pay).