



Florida wage and hour cheat sheet

Minimum wage, overtime, breaks, final pay, and record retention on one sheet. Rates verified August 2026.

Minimum wage

\$14.00/hr until September 30, 2026, then \$15.00/hr (tipped \$11.98/hr). Florida raises its minimum wage on September 30, not January 1, under the 2020 constitutional Amendment 2. Tipped cash wage: \$10.98/hr through Sept 29, 2026, then \$11.98/hr. No local/employer-size variants (Florida preempts local minimum wages).

Overtime

1.5x the regular rate after 40 hours in a workweek. Florida has no state overtime statute and defers entirely to the federal FLSA.

Daily overtime

None. Florida has no daily overtime and no double-time requirement; overtime is weekly (over 40 hours) only. One old statute is worth knowing: under FS 448.01, 10 hours is a legal day's work for manual labor, and a worker is owed extra pay for hours beyond that in a day unless a written agreement says otherwise.

Meal break

No state meal-break requirement for adult employees (18+). Minors under 16 must get a 30-minute unpaid meal break when working more than 4 continuous hours. Under HB 49 (effective July 1, 2024), 16 and 17 year olds must get the 30-minute break only on days they work 8 hours or more (Fla. Stat. 450.081). (Federal FLSA: breaks of 5 to 20 minutes, if given, are paid.)

Rest break

No state rest-break requirement for adults.

Final paycheck

No Florida statute setting a final-paycheck deadline. Final wages are due on the next regular scheduled payday.

How long to keep time records

Federal law requires keeping time cards 2 years and payroll records 3 years, and some states go longer. Keep the records where you can produce them; a wage claim is decided on whoever has the better records.

Rates verified August 2026. Florida raises its minimum wage on September 30, not January 1, so the \$14.00 rate holds through September 29, 2026 and rises to \$15.00 (tipped \$11.98) on September 30, 2026. Future increases are indexed to CPI beginning in 2027. This is general information, not legal or payroll advice. Check the Florida labor department for the current rules, and talk to a professional for your situation.

Primary source: <https://floridajobs.org>. Full list of sources: getclox.com/blog/florida-time-tracking.