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Indiana wage and hour cheat sheet

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

Minimum wage

$7.25 per hour, effective July 24, 2009, the same as the federal rate. Indiana has its own state minimum wage law, which applies to employers of 2 or more employees. Employers covered by the federal Fair Labor Standards Act pay the federal $7.25, and Indiana requires employers not covered by the FLSA to pay the state minimum of $7.25. Tipped employees may be paid a cash wage of $2.13 per hour with a tip credit of up to $5.12, as long as tips bring total pay to at least $7.25. An employee counts as tipped when they receive more than $30 a month in tips.

Overtime

1.5x the regular rate for hours worked over 40 in a workweek. This applies under the federal FLSA for covered employers, and Indiana requires the same time and a half after 40 hours a week from employers not covered by the FLSA.

Daily overtime

None. Indiana overtime is weekly only, owed on hours over 40 in a workweek. Working more than 8 hours in a day does not by itself trigger overtime.

Meal break

No state meal-break requirement for adult employees. The Indiana Department of Labor states that Indiana law does not require employers to provide adult employees lunch breaks or other breaks. The only state break rule covers minors: workers under 18 must get one or two rest breaks totaling at least 30 minutes when scheduled to work at least 6 consecutive hours (Indiana Code Title 20, Article 33, Chapter 3).

Rest break

No state rest-break requirement for adult employees. The minor rule above (one or two breaks totaling at least 30 minutes for workers under 18 scheduled at least 6 consecutive hours) is the only state break requirement.

Final paycheck

Next regular payday. The Indiana Department of Labor states that final wages must be paid on or before the next regularly scheduled payday on which the employee would normally have been paid had the employee stayed employed. The department gives this one rule for all final wages.

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 November 2026. Indiana's minimum wage has been $7.25 since July 24, 2009, matching the federal rate, and it is not indexed to inflation. No scheduled increase appeared on the US DOL or Indiana sources checked. The state law applies to employers of 2 or more employees, and FLSA-covered employers follow the federal rules. This is general information, not legal or payroll advice. Check the Indiana labor department for the current rules, and talk to a professional for your situation.

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Indiana wage and hour cheat sheet (continued)

Primary source: https://faqs.in.gov/hc/en-us/articles/115005216548-Is-my-employer-required-to-pay-minimum-wage-or-overtime. Full list of sources: getclox.com/blog/indiana-time-tracking.