



WAGE & HOUR  
ENFORCEMENT

## Resources & Contact Information

Email: [wages@delaware.gov](mailto:wages@delaware.gov)  
Fax: 302-736-9196

Scan the QR code to easily access additional information, office contact details, essential forms, and direct communication options.



The Division of Industrial Affairs supports your efforts to provide a fair and secure workplace. Together, we can ensure that your business not only meets legal requirements but also thrives through an empowered workforce.



DELAWARE DEPARTMENT OF LABOR

DIVISION OF  
**INDUSTRIAL  
AFFAIRS**

# Understanding the Minimum Wage Increases in Delaware

Your Guide to Navigating the  
New Wage Standards

## Delaware's Minimum Wage Journey

Delaware is committed to ensuring fair compensation for all workers. Recognizing the importance of a living wage, the state has embarked on a plan to increase the minimum hourly wage over the next few years.

As of January 1, 2024, the minimum wage in Delaware stands at \$13.25 per hour.

### Mark your calendars!

Future increases are as follows:

- Reaching \$15.00 by January 1, 2025

This structured approach aims to improve living standards for workers across the state gradually.

## Special Provisions for Tipped Employees

### Understanding Your Rights

Employees who earn tips have specific wage guidelines:

- The minimum cash wage is set at \$2.23 per hour.
- Employers are prohibited from keeping tips, except as legally required.
- Tip pooling is allowed but is capped at 15% of the actual tips received.

## Who's Exempt?

### Navigating Exemptions

While the minimum wage increase is broad, certain roles and industries are exempt, including:

- Agriculture and domestic service employees
- United States Government employees
- Commission-based outside salespeople
- Executives, administrators, and professional workers
- Fishing and fish processing employees at sea
- Volunteers and junior camp counselors at non-profit organizations
- Inmates involved in Department of Correction programs

Understanding these exemptions ensures that both employers and employees are aware of their rights and obligations under Delaware law.

## Keeping Track

### Record-Keeping Essentials

Employers are mandated to maintain accurate employment records for at least three years.

These records should include:

- Rates of pay
- Hours worked
- Total amount paid to each employee

This requirement is pivotal for ensuring transparency and accountability in wage-related matters to you as an employee.

## Your Rights and Resources

### The Department of Labor is Here for You

Delaware's Department of Labor actively works to protect workers' rights, including collecting minimum wages owed. If you believe your rights have been violated, or if you have questions about the new wage standards, the Department is ready to assist.

### Reach Out for Support

Email: [wages@delaware.gov](mailto:wages@delaware.gov)

Fax: 302-736-9196



**WAGE & HOUR  
ENFORCEMENT**