

Senate File 2045 - Introduced

SENATE FILE 2045

BY DONAHUE, STAED, HARDMAN,
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A BILL FOR

1 An Act increasing the state minimum hourly wage and providing for
2 subsequent increases by the same percentage as the increase in
3 federal social security benefits.

4 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

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1 Section 1. Section 91D.1, subsection 1, paragraphs a and d,
2 Code 2026, are amended to read as follows:

3 a. (1) The state hourly wage shall be at least ~~\$6.20 as of~~
4 ~~April 1, 2007,~~ and \$7.25 as of January 1, 2008, and \$15.00 as of
5 July 1, 2026.

6 (2) The state hourly wage, including the state hourly wage
7 for the first ninety calendar days of employment provided in
8 paragraph "d", shall be increased annually on July 1, beginning
9 July 1, 2027, by the same percentage as the cost-of-living
10 increase, if any, in federal social security benefits authorized
11 during the previous state fiscal year by the federal social
12 security administration pursuant to section 215 of the federal
13 Social Security Act, 42 U.S.C. §415. In no case shall the state
14 hourly wage be decreased.

15 d. An employer is not required to pay an employee the
16 applicable state hourly wage provided in paragraph "a" until the
17 employee has completed ninety calendar days of employment with
18 the employer. An employer shall pay an employee who has not
19 completed ninety calendar days of employment with the employer an
20 hourly wage of at least ~~\$5.30 as of April 1, 2007,~~ and \$6.35 as
21 of January 1, 2008, and \$14.10 as of July 1, 2026.

22 EXPLANATION

23 The inclusion of this explanation does not constitute agreement with
24 the explanation's substance by the members of the general assembly.

25 This bill increases the state minimum hourly wage to \$15.00
26 as of July 1, 2026. The bill increases the state minimum hourly
27 wage for employees employed for less than 90 days to \$14.10 as of
28 July 1, 2026.

29 The bill also increases the state minimum hourly wage,
30 including the minimum hourly wage established for employees
31 employed for less than 90 days, annually on July 1, beginning
32 July 1, 2027, by the same percentage as the cost-of-living
33 increase, if any, in social security benefits effective as of the
34 previous December, as authorized by the federal social security
35 administration. In no case shall the state hourly wage be

1 decreased.

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