Wyoming Minimum Wage Rates

*Below are frequently asked questions **(FAQs)** to help you answer employee questions. If you have additional questions not addressed below, please reach out to the Vail Resorts Compensation Team.*

Q: What is Wyoming minimum wage in 2019?
A:

Wyoming 2019 Minimum Wage Rates	
$7.25	Regular minimum wage (non-tipped and limited tipped positions; not eligible for tip credit)
$2.13	Tipped Positions eligible to receive a tip credit

Q: Who are considered tipped employees eligible to receive a tip credit?
A: Employees in a job where they customarily and regularly receive more than $30 per month in tips.

Q: What is tip credit?
A: In Wyoming, employers can credit up to $5.12 per hour of an eligible tipped employee's tips towards the regular minimum wage. This means an employer may pay an eligible tipped employee $2.13 per hour as long as the employee's tips equal $5.12 or more per hour ($7.25 - $5.12 = $2.13). The employee's tips combined with $2.13 minimum hourly wage must equal $7.25 or more when calculated over a seven-day workweek, otherwise the employer makes up the difference (tip adjustments). For Vail Resorts employees earning the tipped position minimum wage, their wages will be adjusted up to the Vail Resorts minimum if they do not earn that amount with tips.

Examples:

Eligible for Tip Credit: Servers, Bell, and Valet Positions
Not eligible for Tip Credit: Limited tip positions; Baristas, Host, Room Service, Coat Check

Q: What is tip pooling?
A: In Wyoming, employers may require employees to share or allocate tips on a pre-established basis with other employees. Employers cannot require employees to share tips with employees who do not customarily and regularly receive tips, such as cooks or dishwashers.

Q: What are commission-based employees?
A: In Wyoming, commissions can be paid in addition to or instead of a base wage for sales or services as long as the total compensation when calculated over a seven-day workweek equals at least $7.25 per hour. At Vail Resorts, we ensure these employees make at least the Vail Resorts Wyoming minimum wage of $9.25 per hour.

Q: What is the difference between a Tip and a Service Charge (Group Service Fee paid out as a commission)?
A: Tips are discretionary sums presented by customers as gratuities. They are the property of the employee. Employers are prohibited from using an employee's tips for any reason other than as a credit against minimum wage (tip credit) or to be applied to a valid tip pool.

Commissions/Group Service Fees are required non-discretionary charges for service, for example 15% of bill. This is not a tip. Sums distributed to employees from service charges cannot be counted as tips, nor can these amounts be applied to tip credit. Commission/Group Service Fees are included in calculation of overtime premiums for non-exempt positions.

Q: Can employees who work multiple jobs in one week remain eligible for tip credit?

A: Yes, with the following exception:

- Borrowed employees where primary position is a non-tipped position must have their hourly rate overridden to at least the Vail Resort Wyoming Minimum wage ($9.25 in FY19). The system will not calculate a tip adjustment for these employees.