



October 30 2025

The Honorable Zachary Parker
Ward 5 Member of the Council of the District of Columbia
Chair, Committee on Youth Affairs
The John A. Wilson Building
1350 Pennsylvania Avenue, N.W.
Washington, DC 20004

The Honorable Anita Bonds
At-Large Member of the Council of the District of Columbia
Chair, Committee on Executive Administration and Labor
The John A. Wilson Building
1350 Pennsylvania Avenue, N.W.
Washington, DC 20004

Via the Council's Hearing Management System and E-Mail

Re: PayrollOrg Comments on B26-0114, *Pay Our Youth a Fair Summer Wage Amendment Act of 2025*

Dear Councilmembers Parker and Bonds:

On behalf of PayrollOrg (PAYO) we are writing to submit this letter in support of the "*Pay Our Youth a Fair Summer Wage Amendment Act of 2025*" (B26-0114). This bill will help standardize the District's minimum wage at \$10/hour for 14–15-year-olds and full minimum wage for workers 16 years of age and older.

About PAYO

PAYO is a nonprofit association representing more than 20,000 payroll professionals throughout the United States. PAYO's Government Relations Task Force partners with government agencies to help payroll professionals with compliance, while minimizing the administrative burden on government, employers, and individual workers. PAYO members are directly responsible for calculating wages and withholding for their employers across all industries and employer types.

Payroll Implications

PAYO members are responsible for ensuring that employees across the country are paid accurately, on time, and in full compliance with tax and wage laws. In D.C., this includes navigating the unique local wage rules and employment programs that help connect young residents with early job opportunities. Youth employment programs, like those supported by the District government, can create challenges for employers and payroll teams.

This legislation helps address those challenges. By raising the wage for 14- and 15-year-olds to \$10 per hour and ensuring youth 16 and older earn at least the District's minimum wage. Aligning youth pay rates with standard wage structures not only promotes fairness but also simplifies payroll administration, improves accuracy, and reduces compliance risks for participating employers.

Payroll-Focused Benefits

From a payroll compliance and operational perspective, this measure offers several advantages:

- Reduced complexity in wage calculations – With fewer subminimum categories and clearer thresholds, payroll systems require fewer rules, reducing the risk of misclassification or other pay-related issues.
- Lowered compliance risk – Simplified wage tiers reduce the likelihood of inadvertent wage violations, back-pay triggers or reporting errors tied to age-based differential rates.
- Improved transparency – Youth employees and their guardians receive clearer pay stubs and wage disclosures, increasing trust in the payroll process and facilitating payroll education.
- Streamlined reporting – With fewer wage variances, year-end and quarterly filings (e.g., wage base, tax withholding, unemployment insurance) are more straightforward to prepare, audit and review.

Conclusion

PAYO supports the phase-out of the subminimum wage for youth workers. PAYO can be reached at 516-761-2919 or aprinzo@payroll.org should your office need anything further from the payroll community.

Sincerely,

A handwritten signature in black ink that reads "Adam J. Prinzo". The signature is written in a cursive, flowing style.

Adam J. Prinzo
Manager, Government Relations

CC: The Honorable Robert C White, Jr, At-Large Member of the Council of the District of Columbia
The Honorable Brooke Pinto, Ward 2 Member of the Council of the District of Columbia

For: Government Relations Task Force State and Local Topics Subcommittee
Co-Chairs: Carlanna Livingstone, CPP; Bruce Phipps, CPP; and Alma Stewart, CPP