

Memorandum

Date: September 29, 2017
To: Monica Simmons, City Clerk
From: Dylan Orr, Director, Seattle Office of Labor Standards
Subject: 2018 annual increases to Seattle minimum wage, civil penalties, and fines

The City of Seattle Office of Labor Standards announces the required increase to the 2018 Seattle minimum wage for large employers as defined by SMC 14.19, and increases to civil penalties and fines in other labor standards, to reflect the annual rate of inflation.

Under Seattle’s labor standards ordinances, the hourly minimum wage for large employers, and the amount of civil penalties and fines, must be increased annually to reflect the rate of inflation. The measure for the rate of inflation is based on the Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers, termed CPI-W, for the 12-month period ending in August.

2018 Seattle Minimum Wage for large employers (501 or more employees)

Minimum wage	2017	2018 Inflator	2018
Large employers	\$15.00	2.98%	\$15.45

2018 Civil Penalties and Fines

Paid Sick & Safe Time, Fair Chance Employment, Minimum Wage, Wage Theft, and Secure Scheduling

Civil Penalties & Fines	2017	2018 Inflator	2018
\$500	\$500	2.98%	\$515
\$750	\$750	2.98%	\$772
\$1,000	\$1,000	2.98%	\$1,030
\$5,000	\$5,000	2.98%	\$5,149
\$20,000	\$20,000	2.98%	\$20,596

[SMC 14.16.010](#), [14.17.010](#), [14.19.010](#), [14.20.010](#), [14.22.010](#)

"Rate of inflation" means 100 percent of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers, termed CPI-W, for the 12-month period ending in August, provided that the percentage increase shall not be less than zero.

[SMC 14.19.030 - Hourly Minimum Wage - Schedule 1 Employers](#)

Effective January 1, 2018, the hourly minimum wage paid by a Schedule 1 employer to any employee shall be increased annually on a percentage basis to reflect the rate of inflation and calculated to the nearest cent on January 1 of each year thereafter.

[SMC 14.16.080](#), [14.17.055](#), [14.19.080](#), [14.20.060](#), [14.22.095](#)

Effective January 1, 2017, the amounts of all civil penalties, penalties payable to aggrieved parties, and fines contained in this Section 14.19.080 shall be increased annually to reflect the rate of inflation and calculated to the nearest cent on January 1 of each year thereafter. The Agency shall determine the amounts and file a schedule of such amounts with the City Clerk.