

Seattle's Minimum Wage

	Small Employers (500 or Fewer Employees)		Large Employers (501 or More Employees)	
	Does the employer pay towards the individual employee's medical benefits and/or does the employee earn tips?		Does the employer pay towards the individual employee's medical benefits?	
	YES	NO	YES	NO
2015	\$10.00	\$11.00	\$11.00	\$11.00
2016	\$10.50	\$12.00	\$12.50	\$13.00
2017	\$11.00	\$13.00	\$13.50	\$15.00
2018	\$11.50	\$14.00	\$15.00	
2019	\$12.00	\$15.00		
2020	\$13.50			
2021	\$15.00			

* After the minimum wage reaches \$15.00/hour, it will be adjusted each year on January 1, based on the Consumer Price Index for the Seattle Tacoma Bremerton Area

Seattle's Minimum Wage Ordinance went into effect on April 1, 2015. The minimum wage was designed to gradually increase to \$15/hour based on the size of the business. After reaching \$15/hour, the minimum wage will increase every year on January 1, based on the Consumer Price Index for the Seattle Tacoma Bremerton area.

Who is covered by Seattle's Minimum Wage?

All employees working within Seattle city limits regardless of employees' immigration status or location of their employer.

How do I calculate employer size?

Count the employer's total number of individual employees worldwide. For franchises, count all employees in the franchise network.

When can medical benefits count towards minimum wage?

For an employer's medical benefit payments to count toward an employee's minimum wage, the employee must be enrolled in a silver-level or higher plan as defined by the federal Affordable Care Act. An employer cannot pay a reduced minimum wage if the employee declines medical benefits or is not eligible for medical benefits. This is subject to limited exceptions.