

# 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 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	<b>\$15.00</b>	<b>\$15.45</b>
2019	<b>\$12.00</b>	<b>\$15.00</b>	<b>*\$16.00</b>	
2020	\$13.50	\$15.75		
2021	\$15.00	See minimum wage for large employers		

## Seattle's Minimum Wage Ordinance went into effect on April 1, 2015

### 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 a small 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. A small employer cannot pay the lower minimum wage if the employee declines medical benefits or is not eligible for medical benefits. This is subject to limited exceptions.

**\* Beginning in 2019, all large employers pay the same minimum wage regardless of payments toward an employee's medical benefits.**