



	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
2017	\$11.00	\$13.00	\$13.50	\$15.00
2018	\$11.50	\$14.00	\$15.00	\$15.45
2019	\$12.00	\$15.00	\$16.00*	
2020	\$13.50	\$15.75	\$16.39	
<b>2021</b>	<b>\$15.00**</b>	<b>\$16.69</b>	<b>\$16.69</b>	
2022	\$15.75	TBD, based on inflation	TBD, based on inflation	
2023	\$16.50	TBD, based on inflation	TBD, based on inflation	
2024	\$17.25	TBD, based on inflation	TBD, based on inflation	

## 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?

To pay the lower hourly rate, a small employer's payments must be for a silver-level or higher medical benefits plan as defined by the federal Affordable Care Act.

A small employer cannot pay the lower rate if the employee declines or is not eligible for medical benefits.

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

**\*\* A small employer may pay an employee a minimum of \$15/hour so long as the employee makes at least \$1.69/hour in tips or the employer makes \$1.69/hour towards qualifying medical benefits plan (silver level equivalent or higher).**

**In 2025, small employers will no longer be able to count employee tips and/or payments toward an employee's medical benefit plan.**

This chart only shows the rates through 2024. Note: The minimum wage increases annually based on the schedule outlined by the law and annual inflation. OLS will announce the increased minimum wage during the Fall of each year.