



# City of Seattle

Edward B. Murray, Mayor

## Seattle Office of Labor Standards

Dylan Orr, Director

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### Revisions to Rules proposed for City of Seattle Minimum Wage Ordinance

#### Office of Labor Standards invites public comments until February 28

The Seattle Office of Labor Standards (OLS) has proposed revisions to Chapter 90 Rules for Seattle's Minimum Wage Ordinance ([SMC 14.19](#)). Members of the public have until Friday, February 28 to comment on the proposed rules. The full text of the rules is available at <http://www.seattle.gov/laborstandards/ordinances/minimum-wage>.

Please send comments by email to [karina.bull@seattle.gov](mailto:karina.bull@seattle.gov) or by regular mail to:  
Seattle Office of Labor Standards  
810 Third Ave., Suite 750  
Seattle, WA 98104-1627  
Attn: Karina Bull, Senior Policy Analyst / Minimum Wage Rule Comment

You can also comment by calling 206-684-4536.

The revisions to Chapter 90 Rules reflect [legislation](#) establishing OLS as an independent office, changes resulting from the [Wage Theft Prevention and Harmonization Ordinance of 2015](#), revisions to Washington State's minimum wage law resulting from [Initiative 1433](#), and other requests for clarification from the public.

#### Key revisions include:

- **Employment in Seattle:** Clarify that the phrase, "*... typically based outside of the City working in the City on an occasional basis,*" means the employee works for an employer outside Seattle city limits for more than 50% of the employee's work hours in a year.
- **Service charges:** Delete the provision that permits service charges to count as commissions, but clarify that service charges paid to an employee may still count toward Seattle's minimum wage and minimum compensation for the employee's earnings above the state minimum wage, as set forth in [RCW 49.46.020](#).
- **Employers' payments toward individual employee's medical benefits plans:** Clarify that an employer pays the lower minimum wage allowed by the ordinance only when that employer is paying toward an individual employee's medical plan in which the employee is enrolled and eligible to receive benefits (subject to limited exceptions).

- **Payroll records:** Clarify that employers must keep records of service charges, tips, payments toward employees' medical benefits, and the actuarial value of medical benefits.
- **Work Study:** Delete the definition of "work study" because that exemption was removed from the ordinance.

Seattle's Minimum Wage Ordinance went into effect on April 1, 2015. The law sets wages for employees who work within Seattle city limits. For more information, visit [www.seattle.gov/laborstandards](http://www.seattle.gov/laborstandards) or call 206-684-4500.

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