



	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
2021	\$15.00	\$16.69		\$16.69
2022	\$15.75	\$17.27		\$17.27
2023	\$16.50	\$18.69		\$18.69
2024	\$17.25	\$19.97		\$19.97
2025	\$20.76		\$20.76	

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

In 2025, all employers must pay employees an hourly wage of at least \$20.76, regardless of employer size or whether the employee receives medical benefits or tips.

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?

Starting in 2025, employer size no longer impacts an employer's hourly minimum wage responsibilities. In previous years, employer size determined an employer's minimum responsibilities and was found by counting the employer's total number of individual employees worldwide. Franchises counted all employees in the franchise network.

When can medical benefits count towards minimum wage?

Starting in 2025, payments towards medical benefits or customer tips no longer count towards an employee's hourly wage. In prior years, small employers (2015-2024) and large employers (2015-2019) could pay a lower hourly rate under certain circumstances when an employee received tips or the employer made payments towards an employee's medical benefits.

This chart only shows the rates through 2025. 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.