



# Seattle Office of Labor Standards

## MEMORANDUM

**Date:** December 20, 2024  
**To:** Scheereen Dedman, City Clerk  
**From:** Steven Marchese, Director, Seattle Office of Labor Standards  
**Subject:** REVISED 2025 annual increases to Seattle minimum wage and labor standards penalties, fines

The City of Seattle Office of Labor Standards announces the required increase to the 2024 Seattle minimum wage for large employers as defined by Seattle Municipal Code (SMC) 14.19 and increases to all penalties and fines in other labor standards, to reflect the annual rate of inflation or other statutorily mandated adjustments. The 2025 CPI-W increase for the Seattle-Tacoma-Bellevue area for the 12 month-period ending in August 2024 was: 3.99%.<sup>1</sup>

This memo also provides adjustments to the minimum per-minute, per-mile, and per-offer amounts pursuant to the App-Based Worker Minimum Payment Ordinance, SMC. 8.37.

### 2025 Seattle Minimum Wage for employers<sup>2</sup>

2020	2021	2022	2023	2024	2025
\$16.39	\$16.69	\$17.27	\$18.69	\$19.97	\$20.76

Note: SMC 14.19.040(A) specifies that, "Effective January 1, 2021, the hourly minimum compensation paid by a Schedule 2 employer to any employee shall equal the hourly minimum wage applicable to Schedule 1 employers."

Schedule 2 employers are small employers with 500 or fewer employees.

### 2025 Penalties, Fines, and Adjusted Figures

**Paid Sick & Safe Time Ordinance**

**Fair Chance Employment Ordinance**

**Minimum Wage Ordinance**

**Wage Theft Ordinance**

**Secure Scheduling Ordinance**

2020	2021	2022	2023	2024	2025
\$546.07	\$556.30	\$575.31	\$622.85	\$665.30	\$691.87
\$819.61	\$834.97	\$863.51	\$934.87	\$998.57	\$1,038.45
\$1,092.13	\$1,112.60	\$1,150.63	\$1,245.71	\$1,330.59	\$1,383.74
\$5,462.70	\$5,565.10	\$5,755.31	\$6,230.88	\$6,655.46	\$6,921.29
\$21,849.79	\$22,259.36	\$23,020.15	\$24,922.36	\$26,620.58	\$27,683.85

<sup>1</sup> The inflation rate is presented to the second decimal place. For more information about the CPI-W or to view the more precise rate, please visit the Bureau of Labor Statistics at <https://www.bls.gov/cpi/overview.htm>.

<sup>2</sup> Starting 2025, all minimum compensation requirements will expire. Small employers will pay the same minimum wage as large employers.

**Domestic Workers Ordinance**

<u>Penalties and Fines</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>
	<u>\$521.86</u>	<u>\$539.69</u>	<u>\$584.29</u>	<u>\$624.11</u>	<u>\$649.03</u>
	<u>\$1,043.72</u>	<u>\$1,079.39</u>	<u>\$1,168.58</u>	<u>\$1,248.21</u>	<u>\$1,298.07</u>
	<u>\$5,218.59</u>	<u>\$5,396.95</u>	<u>\$5,842.91</u>	<u>\$6,241.05</u>	<u>\$6,490.33</u>
	<u>\$20,874.35</u>	<u>\$21,587.80</u>	<u>\$23,371.65</u>	<u>\$24,964.21</u>	<u>\$25,961.32</u>

**Protecting Hotel Employees from Violent or Harassing Conduct Ordinance**

<u>Penalties and Fines</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>
	<u>\$1,018.74</u>	<u>\$1,053.56</u>	<u>\$1,140.62</u>	<u>\$1,218.35</u>	<u>\$1,267.01</u>
	<u>\$2,037.49</u>	<u>\$2,107.13</u>	<u>\$2,281.24</u>	<u>\$2,436.69</u>	<u>\$2,534.02</u>
	<u>\$5,093.72</u>	<u>\$5,267.82</u>	<u>\$5,703.11</u>	<u>\$6,091.73</u>	<u>\$6,335.04</u>
	<u>\$10,187.45</u>	<u>\$10,535.64</u>	<u>\$11,406.22</u>	<u>\$12,183.45</u>	<u>\$12,670.08</u>
	<u>\$40,749.80</u>	<u>\$42,142.56</u>	<u>\$45,624.90</u>	<u>\$48,733.81</u>	<u>\$50,680.32</u>

**Protecting Hotel Employees from Injury Ordinance****Improving Access to Medical Care for Hotel Employees Ordinance****Hotel Employees Job Retention Ordinance**

<u>Penalties and Fines</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>
	<u>\$509.37</u>	<u>\$526.78</u>	<u>\$570.31</u>	<u>\$609.17</u>	<u>\$633.50</u>
	<u>\$1,018.74</u>	<u>\$1,053.56</u>	<u>\$1,140.62</u>	<u>\$1,218.35</u>	<u>\$1,267.01</u>
	<u>\$5,093.72</u>	<u>\$5,267.82</u>	<u>\$5,703.11</u>	<u>\$6,091.73</u>	<u>\$6,335.04</u>
	<u>\$20,374.90</u>	<u>\$21,071.28</u>	<u>\$22,812.45</u>	<u>\$24,366.90</u>	<u>\$25,340.16</u>

**Commuter Benefits Ordinance**

<u>Penalties and Fines</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>
	<u>\$509.37</u>	<u>\$526.78</u>	<u>\$570.31</u>	<u>\$609.17</u>	<u>\$633.50</u>
	<u>\$1,018.74</u>	<u>\$1,053.56</u>	<u>\$1,140.62</u>	<u>\$1,218.35</u>	<u>\$1,267.01</u>
	<u>\$5,093.72</u>	<u>\$5,267.82</u>	<u>\$5,703.11</u>	<u>\$6,091.73</u>	<u>\$6,335.04</u>

**Premium Pay for Gig Workers Ordinance****Paid Sick and Safe Time for Gig Workers Ordinance**

<u>Penalties and Fines</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>
	<u>\$556.30</u>	<u>\$575.31</u>	<u>\$622.85</u>	<u>\$665.30</u>	<u>\$691.87</u>
	<u>\$1,112.60</u>	<u>\$1,150.63</u>	<u>\$1,245.71</u>	<u>\$1,330.59</u>	<u>\$1,383.74</u>
	<u>\$5,565.10</u>	<u>\$5,755.31</u>	<u>\$6,230.88</u>	<u>\$6,655.46</u>	<u>\$6,921.29</u>
	<u>\$22,259.36</u>	<u>\$23,020.15</u>	<u>\$24,922.26</u>	<u>\$26,620.58</u>	<u>\$27,683.85</u>

### Grocery Employee Hazard Pay Ordinance

<u>Penalties and Fines</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>
	<u>\$50</u>	<u>\$51.71</u>	<u>\$55.98</u>	<u>\$59.80</u>	<u>\$62.18</u>
	<u>\$556.30</u>	<u>\$575.31</u>	<u>\$622.85</u>	<u>\$665.30</u>	<u>\$691.87</u>
	<u>\$1,112.60</u>	<u>\$1,150.63</u>	<u>\$1,245.71</u>	<u>\$1,330.59</u>	<u>\$1,383.74</u>
	<u>\$5,565.10</u>	<u>\$5,755.31</u>	<u>\$6,230.88</u>	<u>\$6,655.46</u>	<u>\$6,692.55</u>
	<u>\$22,259.36</u>	<u>\$23,020.15</u>	<u>\$24,922.36</u>	<u>\$26,620.58</u>	<u>\$26,768.94</u>

### Independent Contractor Protections Ordinance

<u>Penalties and Fines</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>
	<u>\$556.30</u>	<u>\$602.27</u>	<u>\$643.31</u>	<u>\$669.00</u>
	<u>\$1,112.60</u>	<u>\$1,204.54</u>	<u>\$1,286.61</u>	<u>\$1,338.00</u>
	<u>\$5,565.10</u>	<u>\$6,024.96</u>	<u>\$6,435.50</u>	<u>\$6,692.55</u>
	<u>\$22,259.36</u>	<u>\$24,098.70</u>	<u>\$25,740.80</u>	<u>\$26,768.94</u>

### Cannabis Employee Job Retention Ordinance

<u>Penalties and Fines</u>	<u>2022</u>	<u>2023<sup>3</sup></u>	<u>2024</u>	<u>2025</u>
	<u>\$150.00</u>	-	<u>\$160.22</u>	<u>\$160.62</u>
	<u>\$575.31</u>	-	<u>\$614.51</u>	<u>\$639.06</u>
	<u>\$1,150.63</u>	-	<u>\$1,229.03</u>	<u>\$1,278.12</u>
	<u>\$5,755.31</u>	-	<u>\$6,147.48</u>	<u>\$6,393.02</u>
	<u>\$23,020.00</u>	-	<u>\$24,588.60</u>	<u>\$25,570.71</u>

### App-Based Worker Minimum Payment Ordinance

<u>Penalties, Fines and other Adjustments</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>
Per minute amount	\$0.38	-	<u>\$0.44</u>	<u>\$0.45</u>
Per mile amount <sup>4</sup>	\$0.64		<u>\$0.74</u>	<u>\$0.77</u>
Per offer amount	\$5.00		<u>\$5.00</u>	<u>\$5.20</u>
	\$85.00			<u>\$88.40</u>
	\$575.31			<u>\$598.29</u>
	\$1,150.63			<u>\$1,196.59</u>
	\$5,755.31			<u>\$5,985.19</u>
	\$23,020.00			<u>\$23,939.46</u>

<sup>3</sup> Ordinance SMC 8.37 and SMC 8.38 passed in 2022 but no 2023 adjustments were made.

<sup>4</sup> SMC 8.37.050.B.2 provides that the per-mile amount equals the standard mileage rate, as determined by the U.S. Internal Revenue Service, multiplied by the associated mileage factor, currently 1.10. The standard mileage rate for 2024 is \$0.67/mile. [n-24-08.pdf \(irs.gov\)](https://www.irs.gov/publications/n24-08.pdf)

**App-Based Worker Paid Sick and Safe Time Ordinance**

<u>Penalties and Fines</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>
	<u>\$150.00</u>	<u>\$160.22</u>	<u>\$166.62</u>
	<u>\$622.85</u>	<u>\$665.29</u>	<u>\$691.86</u>
	<u>\$1,245.71</u>	<u>\$1,330.59</u>	<u>\$1,383.74</u>
	<u>\$6,230.88</u>	<u>\$6,655.46</u>	<u>\$6,921.29</u>
	<u>\$24,922.26</u>	<u>\$26,620.48</u>	<u>\$27,683.75</u>

### **Statutory Authority**

[SMCs 14.16.010, 14.17.010, 14.19.010, 14.20.010, 14.22.010, 14.23.010, 14.26.020, 14.27.020, 14.28.020, 14.29.020, 14.30.020, ORD 126094, as amended by ORD 126122, ORD 126091, as amended by ORD 119842, ORD 126274; SMC 14.32.020; SMC 8.37.020; SMC 8.38.020; SMC 8.39; SMC.020](#)

"Rate of inflation" means 100 percent of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers, termed CPI-W, for the 12-month period ending in August, provided that the percentage increase shall not be less than zero.

### [SMC 14.19.030 - Hourly Minimum Wage - Schedule 1 Employers](#)

Effective January 1, 2018, the hourly minimum wage paid by a Schedule 1 employer to any employee shall be increased annually on a percentage basis to reflect the rate of inflation and calculated to the nearest cent on January 1 of each year thereafter.

[SMCs 14.16.080, 14.17.055, 14.19.080, 14.20.060, 14.22.095, 14.23.095, 14.26.170, 14.27.170, 14.28.170, 14.29.170, 14.30.140; ORD 126094, as amended by ORD 126122, ORD 126091, as amended by ORD 119842, ORD 126274, SMC 14.34.170; SMC 8.38.170; SMC 8.39.170](#)

"...[T]he amounts of all civil penalties, penalties payable to aggrieved parties, and fines .... shall be increased annually to reflect the rate of inflation and calculated to the nearest cent on January 1 of each year thereafter. The Agency shall determine the amounts and file a schedule of such amounts with the City Clerk."

### [SMC 8.37.050 Minimum Network Company Payment – Per Minute Amount](#)

"On the effective date of this Chapter 8.37, and on January 1 of each year thereafter, the per-minute amount shall be increased to reflect any adjustment(s) to the minimum wage equivalent rate, associated cost factor, or associated time factor. The Agency shall determine the per-minute amount and file a schedule of such amount with the City Clerk."

### [SMC 8.37.050 Minimum Network Company Payment – Per Mile Amount](#)

"On the effective date of this Chapter 8.37, and on January 1 of each year thereafter, the per-mile amount shall be increased annually to reflect any adjustment(s) to the standard mileage rate or associated mileage factor. The Agency shall determine the per-mile amount and file a schedule of such amount with the City Clerk."

### [SMC 8.37.050 Minimum Network Company Payment – Per Offer Amount](#)

"Effective January 1, 2024, the minimum per-offer amount paid to an app-based worker shall be increased on a percentage basis to reflect the rate of inflation and calculated to the nearest cent on January 1 of each year thereafter. The Agency shall determine the amount and file a schedule of such amount with the City Clerk."